Immigrant Employment Council of BC

IEC BC



2025–2026

IEC-BC ANNUAL REPORT

iecbc.ca

About IEC-BC

The Immigrant Employment Council of British Columbia (IEC-BC) is a not-for-profit organization that provides BC employers with the 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

Patrick MacKenzie
CEO

The past year continued to test the assumptions many of us had come to rely on. Ongoing trade pressure with the United States and the accelerating influence of artificial intelligence in the workplace, combined with shifting immigration policy, make workforce planning harder for employers than it has been in years. For employers who have built parts of their workforce strategy around immigrant talent, the ground shifted under their feet: the policies that determine who can come to Canada, how quickly, and under what conditions changed multiple times.

Employers did not lose their appetite for hiring and integrating newcomers — if anything, that commitment held steady or grew. What they lost was certainty. And certainty, as much as talent itself, is what businesses need to plan, invest, and grow with confidence.

It is against this backdrop that IEC-BC's work mattered most this year — and where we are proudest of what was accomplished.

Employers continued to turn to IEC-BC as a trusted partner precisely because the system around them had become harder to navigate alone. What they tell us is that the challenge is no longer simply a shortage of people. It is finding the right skills, for the right roles, at the right time — and having systems that make those skills visible, understandable, and deployable even as the rules keep changing. Successful integration has never depended on recruitment alone, and this year underscored that more than most: it requires employers, governments, educational institutions, service providers, and communities working in concert to create the conditions for people and businesses to thrive despite volatility elsewhere in the system.

IEC-BC strengthened its role as the connecting tissue between employers and the immigration and workforce systems. Through national initiatives such as the FutureWorks Canada Tour and our growing national partnerships, we brought employer voices directly into policy conversations at a moment when those voices needed to be heard — helping ensure that as immigration policy evolves, it evolves with a clearer understanding of what employers on the ground actually need. We moved beyond cataloguing employers' immediate barriers to understanding the structural and sector-specific challenges shaping workforce decisions across the country.

No single solution fits every community or industry. A biotechnology employer in Metro Vancouver has different needs than a manufacturer in the Interior or a small business in a rural community. By deepening partnerships with chambers of commerce, boards of trade, sector organizations, and regional stakeholders, we expanded our reach and strengthened our ability to respond to local labour market realities — while feeding what we learn into national conversations on immigration and economic growth.

We are particularly proud of the progress made supporting small and medium-sized businesses, which make up 99.7% of businesses in Canada and employ 63.6% of private-sector workers. CFIB survey data shows these are the businesses hit hardest by US-Canada trade disruption, which made this work more consequential than ever. Throughout the year, IEC-BC listened closely to SME employers and adapted: programs evolved to better support onboarding and retention, our team developed a new diagnostic tool to help employers understand their own workforce practices, and we brought employers together to learn not only from IEC-BC but from one another. Convening these conversations and creating space for collaborative problem-solving remains one of our most important and most scalable contributions to systems change.

This year IEC-BC sharpened our focus to create a more resilient organization that is responsive to the needs of employers. The flexibility, commitment, and shared sense of purpose shown by our staff, board, partners, mentors, volunteers, and employer community allowed IEC-BC to stay responsive through a rapidly changing environment while continuing to deliver real value to employers and newcomers alike.

Looking ahead, we believe the way forward through this uncertainty will require whole communities to come together with each member playing their part. Settlement and workforce integration are not the responsibility of any single institution — employers, post-secondary institutions, community organizations, governments, and local leaders all have a role in ensuring newcomers can contribute fully and succeed. And in a moment marked by rising zero-sum thinking, it is worth restating plainly: economic, social, and humanitarian objectives are not competing priorities. They are mutually reinforcing elements of a prosperous, resilient Canada.

Employers have made clear what they need: a way forward they can plan around, and partners who can help them get there even when the rules above them are still being written. That is the role IEC-BC intends to keep playing. Over the 2026–2027 fiscal year, we will expand our work with employers in rural and regional communities, develop sector-specific solutions, strengthen our national partnerships, and pursue new ways to improve the employer experience through technology and innovation. We will keep building on the growing network of trusted partners that has made this year's progress possible — and we intend to keep showing national leadership in this space, because helping employers reliably access and retain skilled talent is central to building a strong, resilient Canadian economy.

We extend our sincere thanks to our board, funders, partners, staff, and employer community for their continued support and leadership. Together, we are ensuring immigrant talent contributes fully to stronger businesses, more resilient communities, and a more prosperous Canada for all.

Key HIGHLIGHTS

Employer Engagement:

750+ BC employers connected through forums, roundtables, co-design sessions, and partner events across British Columbia.

MentorConnect:

Mentee employment in their field of expertise rose from 8% at registration to 24% six months after mentorship, tripling employment outcomes for newcomer professionals.

ASCEND:

ASCEND reached over 900 participants across 87 cohorts this fiscal year, with women representing 67% of participants, 246 participants identifying as Francophone (28% of total enrollment), and 221 participants between the ages of 14 and 29.

System-level influence:

Employer feedback directly generated new tools and resources (like targeted info sessions and diagnostic tools) that didn't exist before, and positioned BC's model as one that other jurisdictions, including a Finnish government delegation, came to study.



Strengthening Employer
FEEDBACK CHANNELS

sefc Strengthening Employer Feedback Channels

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 makes employers 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, and in turn, power business growth.



Key Impacts

- Reframing the workforce challenge from a talent shortage to system alignment: employers identified key challenges like credential recognition, fragmented immigration pathways, and policy volatility.
- The forums are no longer just feedback mechanisms, but spaces for co-development of solutions like centralized support hubs, immigration system navigation aids, and more.
- Employers are using forum insights to improve onboarding, retention, and communication practices.
- Employers report high levels of confidence in supporting newcomer talent and establishing new partnerships.
- 750+ employers across five Employer Feedback Forums in BC, with forums in Kamloops, Nanaimo, Vancouver, and Victoria.
- Deepened partnerships with Excellence in Manufacturing Consortium Canada and BioTalent Canada to bring an immigrant talent lens to provincial and national sector conversations.
- Employer insights led directly to the SME Workforce Readiness Diagnostic: a practical, low-burden tool that fits with their existing work.

Employer Impact

"I attended to learn how organizations across sectors are addressing workforce shortages, talent development, and the integration of internationally educated professionals.

What I found most compelling was the shared focus on practical solutions and cross-sector collaboration. Conversations moved beyond identifying barriers and focused on actionable strategies to strengthen talent pipelines, improve workforce participation, and create more inclusive pathways to employment.

The insights and connections gained through the forum continue to inform our workforce development and career pathway initiatives at Vancouver Coastal Health.

Attending for a second consecutive year was both valuable and inspiring, and I would recommend it to anyone committed to building a stronger and more inclusive workforce in British Columbia."

- Liam Gadbois

Lead –Talent Development and Management, Vancouver Coastal Health

"It's fulfilling to help new immigrants knit themselves and to set roots in our community and our country. Being a part of the discussion forums, mentorship program and to follow up with some of these participants creates a network of likeminded business people who share a common goal of helping new immigrants become Canadians. Their journeys and stories keep reminding us – there were helping hands that helped shaped who we are today.

It's very powerful and enlightening to be a part of the IEC-BC experience and to know that we are pulling in the same direction, no matter how hard that journey looks ."

- Ron Sun

General Manager, Innovative Signage

MentorConnect & B2B MentorConnect

MentorConnect

MentorConnect B2B

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.

B2B MentorConnect is an employer-focused initiative, particularly for small and medium enterprises, that connects businesses with experienced mentors to share practical strategies and best practices for recruiting, onboarding, supporting, and retaining diverse talent.



MentorConnect: Key Impacts

PROGRAM REACH

330+ Mentors registered
810+ Mentees registered
280+ Mentor-mentee matches
125+ Mentor organizations

CAREER IMPACT

66% EMPLOYED
of surveyed mentees six months post-program

24% IN THEIR FIELD
with in-field employment
3× the rate at registration

PROGRAM EXPERIENCE

- **90%** of mentors were highly satisfied and likely to recommend MentorConnect
- **85%** of mentees were highly satisfied and likely to recommend MentorConnect
- **97%** of mentors would mentor again

FROM CONNECTION TO OPPORTUNITY

Creating pathways to career-aligned employment

Mentees continue to show career progress beyond the mentorship period. The share of surveyed mentees working in their field was three times higher six months post-program than at registration, demonstrating continued movement toward career-aligned employment.

Changing how employers see talent

MentorConnect gives employers an opportunity to engage skilled newcomers beyond the traditional recruitment process. A Deloitte IT Audit and Assurance leader noted that sustained mentorship enabled his team to better understand the skills and experience of newcomers who can otherwise be overlooked through conventional hiring processes.

Developing mentors as inclusive leaders

Mentors report that the experience strengthens cultural intelligence, empathy and leadership, while providing opportunities to learn directly from internationally trained professionals.

Extending access across communities

Virtual and regional delivery expanded MentorConnect's reach in 2025–26, including across Vancouver Island through the partnership with the Inter-Cultural Association of Victoria, helping extend mentorship and employer connections beyond major urban centres.

B2B MentorConnect: Key Impacts

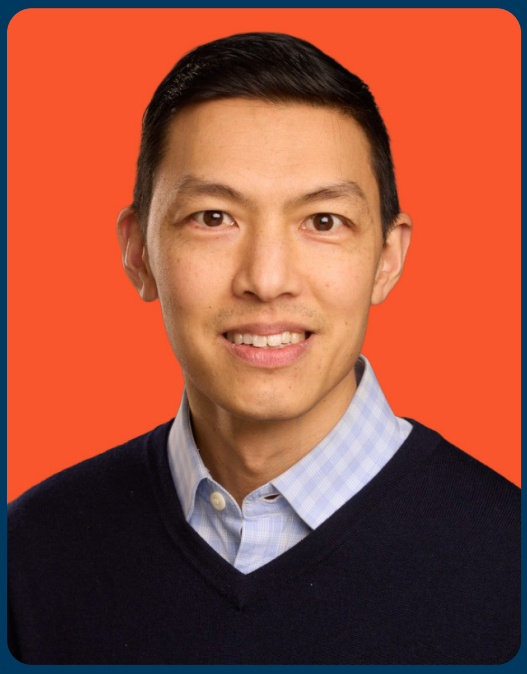
- The program continued its evolution in 2025-26, increasing its appeal and effectiveness when framed as a business growth, talent retention, and workforce resilience strategy, which resonates with SMEs.
- Where SMEs lacked the infrastructure, stability, or capital to act on their willingness to hire immigrant talent, IEC-BC referred them to complementary supports and programs, enhancing their readiness for future B2B mentoring, and immediately improving their businesses.
- B2B mentors also evolved into facilitators and peer resources, delivering sessions on LMIA navigation and accessing business capital and grant programs, which strengthens BC employer capacity across additional dimensions, not just talent.

Newcomer Impact Case study

Verónica, a mentee matched with mentor Ned through the Inter-Cultural Association of Greater Victoria, IEC-BC MentorConnect program. She moved from uncertainty to a clear sense of direction and confidence in her professional future in Canada. A key insight: realizing she needed to shift from bilingual to bicultural, learning to operate in BC's low-context communication culture rather than the high-context style she was used to. She also had an unexpected takeaway around AI and organizational transformation, which became a new professional interest.

"I genuinely believe this program can create a significant 'before and after' experience for internationally trained professionals trying to build their careers in Canada."

Employer Impact



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

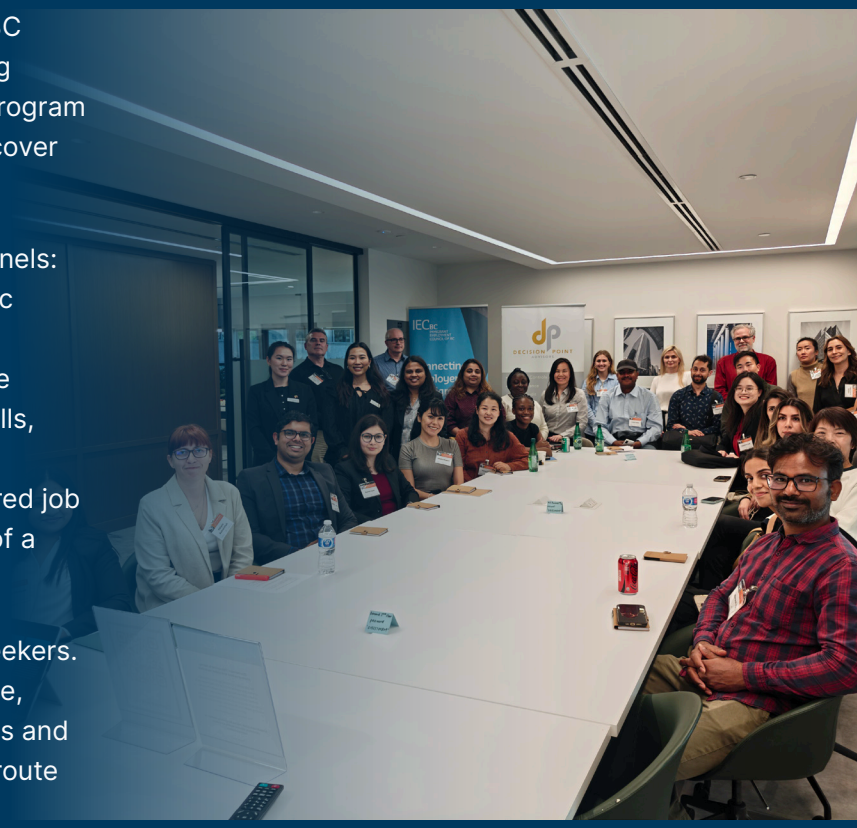
TalentConnect

TalentConnect

TalentConnect is IEC-BC's commitment to giving BC employers direct access to the province's incoming talent pool. Rather than a generic job board, the program creates structured pathways for employers to discover and connect with skilled, job-ready newcomers.

Employers connect with talent through three channels: targeted hiring events tailored to a sector's specific needs, from introductions and speed mentoring to hackathons and no-pressure networking; a reverse job board where incoming talent registers their skills, education, and experience, allowing employers to search and identify candidates directly; and featured job postings that put employer opportunities in front of a curated, job-ready audience.

All services are free for both employers and job seekers. By making the talent pipeline visible and accessible, TalentConnect helps employers reduce hiring costs and close talent gaps while giving newcomers a clear route into the BC labour market.



Key Impacts

- TalentConnect continued to establish itself as a structured, sector-informed connection platform that creates direct hiring pathways between employers and internationally trained professionals.
- Created the conditions for employers to take hiring decisions that would not otherwise occur, reducing friction and risk perception of newcomer talent.
- Employers participating in TalentConnect Events reported increased awareness of skilled immigrant talent, stronger confidence in assessing candidates, and longer-term pipeline development.
- Partnered events with Plative and Information Systems Audit and Control Association Vancouver brought cybersecurity employers into direct contact with international professionals whose credentials or experience are often filtered out early, removing barriers for employers seeking talent.
- Employers reported strengthened professional relationships with talent, and a better understanding of available candidates and where to access them.
- Qualified newcomers reported stronger professional relationships and connections with employers, instead of job application submissions.

Case Study: Decision Point Advisors:

"On behalf of Decision Point Advisors, I would like to extend our deepest appreciation and thanks for the outstanding Connections Event your team facilitated last May 27, 2025. The professionalism and support your team brought to the event were evident in every detail – from strategic and collaborative questions asked to strengthen our vision to the careful set-up and preparation of materials for the event.

All the goals outlined in our Goals & Visions document have been successfully met. Due to the team's efforts and resources, Decision Point Advisors was able to connect with skilled newcomers and collected more than our target goal of 10 resumes from qualified individuals based on the provided candidate profiles. Your team provided said resumes for pre-vetting by DPA to ensure interest and engagement.

We contacted two total candidates that we met at the event. We are pleased to say that we hired one candidate - Yang (Shirley) Shi joined our team on July 9, 2025. Looking ahead, we are eager to explore additional ways to collaborate – this event was an invaluable resource that allowed us to meet skilled, workforce-ready immigrants in a casual and genuine manner ultimately leading to filling a gap in our growing organization without the cost of a headhunting fee."

- Steven Figner
CEO

Impact:

I found the event to be incredibly valuable. I gained and learned a lot of things that I believe will be very helpful in my career journey. It was also a fantastic opportunity to connect with so many professionals, which I truly appreciate.

Newcomer Participant
Best Buy TalentConnect



Facilitating Access to Skilled Talent (FAST)

FAST Facilitating Access to Skilled Talent

FAST is a free, nationwide program that validates the key skills newcomers hold against what specific sectors require, helping them understand and chart their pathway to employment in Canada based on their own skills and experience.

FAST includes core modules available to all newcomers covering Canadian workplace culture and Indigenous history, alongside sector specific skills assessments in Biotech and Life Sciences, IT and Data Services, Accounting and Finance, Culinary Arts, and Skilled Trades. Seniors Care is available in BC only.



Key Impacts

- Reached 320 enrolled participants across six streams, with women representing 60 per cent of enrollees, reflecting sustained demand.
- Participants are using FAST most directly to build the durable, transferable skills that employers across sectors and regions have said matter more than technical knowledge alone: communication in professional Canadian contexts, problem solving, workplace adaptability, and the confidence to articulate international experience in ways that resonate with local employers. Employer feedback from sector roundtables, particularly the EMC Canada manufacturing event and the BioTalent Canada roundtable, shaped the development of new modules this year, specifically around these themes.
- Pilot cohorts introduced a structured, cohort-based format that produced a 38 per cent completion rate compared to a 22 per cent overall completion rate across all enrollments.
- When manufacturers at the EMC roundtable and biotechnology employers at BioTalent Canada described gaps in communication, workplace adaptability, and problem-solving among internationally trained hires, IEC-BC translated those needs into new module content to launch two new streams, Skilled Trades and Information and Communication Technology (ICT).
- Francophone delivery capacity also contributed to addressing shortages in communities where Francophone newcomers are an important part of the talent pipeline, with FAST exploring French-language translation of its Prepare for Work in Canada course in direct response to Francophone partner requests.

Impact:



Learning about the different career paths, the importance of professional ethics, and the role of certifications like the CPA really stood out to me. It helped me see accounting not just as number-crunching, but as a vital function that supports transparency, decision-making, and trust in organizations.

FAST Participant

ASCEND & ASCEND for Employees

ASCEND Applied Skills Curriculum to Empower Newcomer Development

ASCEND is a free interactive online program to develop and refine soft skill competencies for Canadian newcomers. It improves talent readiness, widening talent pools for employers, reducing time-to-hire, and speeds onboarding, reducing time-to-productivity.

Developed with employers, HR experts, service delivery partners, and newcomers, ASCEND helps newcomers build careers in Canada with online learning modules and workshops.

This year, IEC-BC launched ASCEND for Employees, the most significant evolution in our workforce integration programming in 2025-26. Employers themselves shaped the program, which orients ASCEND principles towards the employer's onboarding work, rather than newcomers' preparation work. Where ASCEND prepares newcomers to enter Canadian workplaces, ASCEND for Employees prepares workplaces to receive, support, and retain newcomer employees from the moment they arrive.

Key Impacts

- Employers engaging with ASCEND and ASCEND for Employees this year consistently reported that newcomers who complete ASCEND arrive in the workplace with a clearer understanding of Canadian professional norms, communication expectations, and workplace culture, reducing the burden that managers and colleagues otherwise absorb during the onboarding period.
- Best Buy's engagement, including a formal program walkthrough in January 2026, demonstrated how a large retail employer with a significant newcomer workforce can use the program as a structured onboarding complement that supports retention from the first weeks of employment.
- ASCEND reached over 900 participants across 87 cohorts this fiscal year, with women representing 67 per cent of participants, 246 participants identifying as Francophone (28 per cent of total enrollment), and 221 participants between the ages of 14 and 29.
- Francophone delivery expanded significantly with six Francophone partners delivering ASCEND and reaching over 100 Francophone participants across BC and other provinces. New partnerships with Thrive4Blacks and La Cité des Roches extended ASCEND's reach into communities that face compounding barriers to workforce integration, ensuring that the program's impact is not concentrated in communities that already have access to multiple supports.
- Engagement with the Greater Vancouver Board of Trade brought the program to a new employer audience and generated interest from organizations across sectors that had not previously engaged with IEC-BC.
- The program is changing the conversation about who is responsible for newcomer integration. By giving employers a practical role in the onboarding process, integration changes from something that happens to newcomers before they arrive at work to something employers actively participate in from the first day.

Impacts - ASCEND Participants

The ASCEND program was a very helpful and practical experience that supported both my personal and professional growth. I found the modules easy to follow and especially valuable for building confidence, improving workplace communication, and understanding career development in Canada. The program also provided useful tools and reflections that I can continue using in my job search and long-term career planning. I would definitely recommend ASCEND to anyone who is trying to build a strong foundation for their career.

- Leila
ASCEND Participant

The ASCEND program is an absolute game-changer for understanding Canadian workplace culture. It brilliantly bridges the gap between foundational professional skills and strategic career progression, offering highly practical tools for handling communication, feedback, and long-term professional growth. It doesn't just prepare you for a job—it prepares you for a successful career.

- Ujjwal
ASCEND Participant

Impact – Delivery Partner

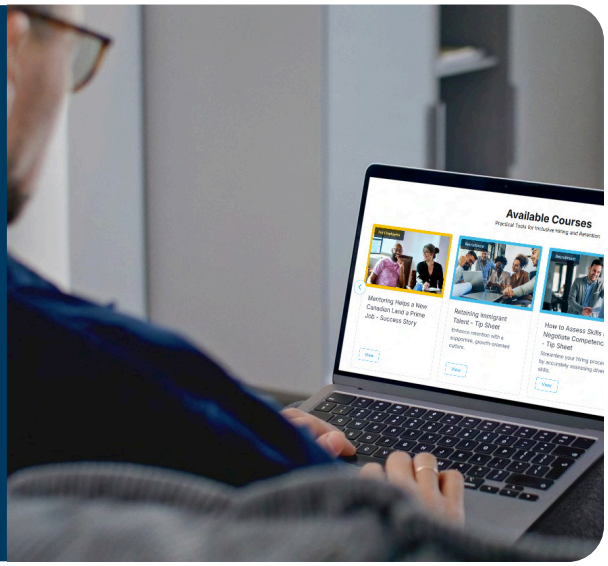
"Working with the ASCEND team has been a truly positive and collaborative experience. Their responsiveness, organization, and genuine commitment to participant success have made program delivery seamless and impactful. The resources, ongoing support, and open communication provided by the ASCEND team have been instrumental in helping us engage participants and achieve strong outcomes."

- Npower Canada

Employer Learning Hub & RESOURCES

IEC-BC's learning and development program equips employers with practical resources to strengthen every stage of team building; from posting job vacancies and attracting global talent to onboarding and retaining key people.

The program offers a range of learning materials, including tip sheets, courses, and tools that help employers assess global skills, build leadership capacity, foster inclusive workplaces, and effectively recruit and develop internationally trained workers to grow their businesses and our economy.



Key Impacts

- The Propero Learning Systems partnership advanced two parallel learning streams. First, the newcomer-facing AI literacy stream for participants to engage with foundational AI concepts in workplace contexts. Course design was informed by structured newcomer consultations and Behavioural Insights for Learning Design research, ensuring the content was grounded in real participant needs. Second, the SME-facing AI literacy stream, developed as a fee-for-service model, supports employers in building practical confidence using AI across HR, productivity, communications, and talent assessment functions.
- AI literacy tools are a proactive response to the growing use of AI in recruitment, screening and HR, and the risk that casual AI adoption could reinforce barriers for international talent. By positioning AI literacy as both an employee skill and employer practice area that needs thoughtful application, we are shaping how employers adopt technology for hiring.
- The Nanaimo Employer Feedback Forum follow-up session confirmed that the Learning Hub is filling the gap between intent and readiness when it comes to integrating skilled newcomer talent. Employers previously relying on informal approaches were more often integrating structured practices derived from Learning Hub resources.
- The Immigration Pathways Toolkit, developed and published in direct response to employer requests, generated strong demand. The six-piece toolkit translates complex immigration guidance into practical tipsheets covering immigration strategy, work permit selection, workforce planning, compliance, and retention of international talent.

Immigrant Employment Councils of Canada Network (IECC)

The IECC Network is committed to helping Canadian employers, small, medium, and large businesses, tap into a diverse pool of skilled talent and foster inclusive workplaces. IEC-BC serves as the national secretariat, bringing together IECs from across the country to share what works, learn from one another, and build collective influence and impact.

The national network enables collaboration and shared learning across IECs, building the sector's capacity for effective employer engagement and involvement. It also creates a channel for employer feedback to inform and improve policy and programs nationally.



Key Impacts

- Delivering a genuine employer feedback-to-policy pipeline. Across 23 employer feedback forums and 15 follow-up co-design sessions delivered by regional IEC partners from Vancouver Island to New Brunswick, employers shared what is actually happening on the ground: the credential recognition delays that keep qualified professionals out of their fields, the onboarding gaps that make retention harder than recruitment, the immigration policy changes that undermine workforce plans built in good faith. This informs future immigration policy and programming at the government level, improving system alignment with labour force needs.
- Published two national reports, Driving Insights and From Feedback to Foresight, which informed senior federal representatives from IRCC and ESDC through a full-day national policy and knowledge exchange, as well as shared employer solutions and insights nationally, scaling their impact.
- Two new partners joined the IECC, with RDEE Canada, the national secretariat for Francophone economic development organizations, becoming the IECC's first dedicated national Francophone partner, bringing francophone minority employers and communities outside Quebec into the national workforce integration conversation. The Association for New Canadians in Newfoundland and Labrador is the second new partner, extending the IECC's reach in Atlantic Canada in a province with a large recent immigrant inflow.
- The IECC Learning Hub continued to grow, reaching 229 published resources, user growth of 138 per cent, and over 21,000 user interactions.
- Influence growth: The first IECC Inclusion in Action Employer Awards, in partnership with New Canadians TV, recognized three employers from across Canada. The IECC also led the opening plenary at Metropolis Canada 2026, reaching 1,200 researchers, policymakers, and practitioners and making the case that employers are a central issue to one of the most influential immigration research audiences in the country.

Strategic IMPACT

Over the last few years, IEC-BC has grown from delivering regional programs to taking on a role as a connective, catalytic system player. This is apparent in increased influence and thought leadership, national dialogue and conference participation, and perhaps most clearly in the fact that IEC-BC is now the lead recipient and national coordinator of the Immigrant Employment Councils of Canada network secretariat. IEC-BC leads four national committees, a national employer recognition award, and led the 2026 Metropolis Canada opening plenary, reaching 1,200 people.

At the local level, IEC-BC's CEO now co-chairs two Metro Vancouver Local Immigration Partnerships (LIPs) in Delta and Surrey, with staff on two more tables in the North Shore and Burnaby Intercultural Planning Table. IEC-BC also deepened its relationship with the Greater Vancouver Board of Trade and invested significantly in its relationship with the BC Chamber of Commerce, extending our reach beyond newcomer service delivery partners.

Regional activity expansion continued, with engagements in Kamloops, Nanaimo, Comox Valley and Campbell River, Langley, Nelson, and Kelowna, extending our impact beyond Vancouver and Victoria. Further Northern BC and Vancouver Island activity is planned.

At a sectoral level, co-hosted roundtables with Excellence in Manufacturing Consortium Canada (manufacturing) and BioTalent Canada (biotech) show that we are influencing sector-specific workforce conversations, not simply newcomer-focused ones. This sectoral approach will be a continued focus for IEC-BC in response to employer feedback pushing for more sector-specific solutions.

Via B2B MentorConnect and the development of the SME Workforce Readiness Diagnostic, the organization is also growing its reach with small and medium-sized enterprises, a key employer demographic that accounts for 64% of Canada's workforce.

IEC-BC is also being recognized as an international leader: in 2025-26, a senior Finnish Ministerial delegation traveled to Vancouver specifically to study IEC-BC's model.



Looking FORWARD

IEC-BC is focused on building a more effective, responsive, and resilient approach to economic immigration. Success requires shared commitment from employers, post-secondary institutions, communities, governments, and other partners who all benefit from the successful integration of internationally trained talent. Strengthening this whole-of-community approach will be central to our future work.

IEC-BC also sees significant opportunities to improve how employers access our services. By investing in automation, artificial intelligence and more efficient systems, IEC-BC will enhance processes and experiences while growing our capacity to support employers across the province. At the same time, we will continue to respond to demand for sector-specific solutions that recognize the distinct workforce needs of industries such as clean technology and life sciences.

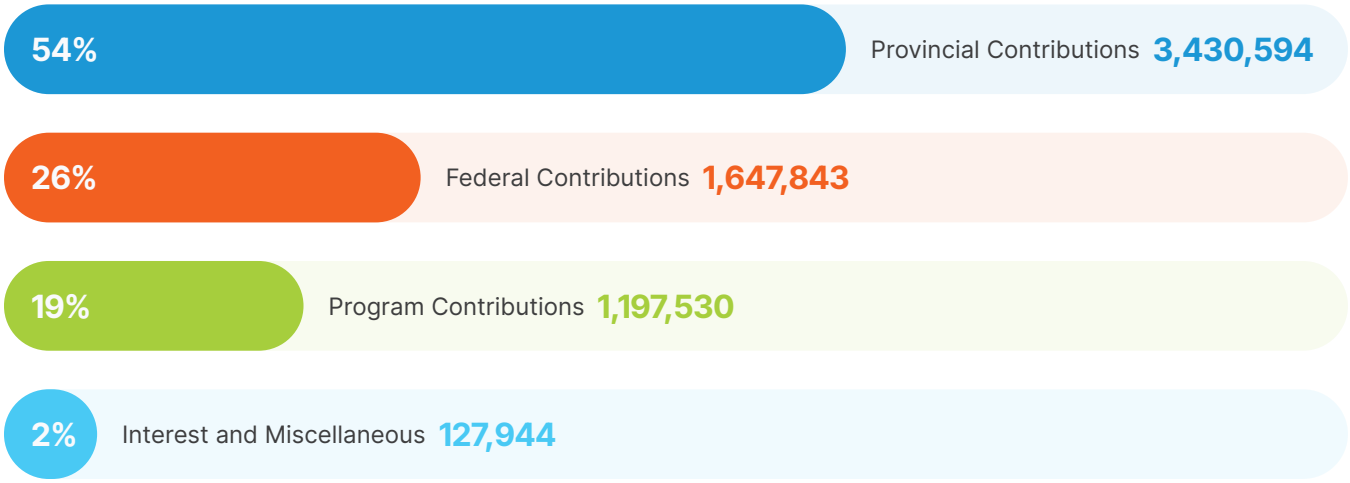
Looking ahead, we know there is more work to do. Expanding our presence in rural and regional communities, strengthening long-term employer relationships, and building confidence in Canada's economic immigration system remain key priorities.

As a result of our efforts, we hope that a year from now even more employers will feel more confident hiring and retaining internationally trained talent. Over the longer term, we will help shape an economic immigration system that is responsive to regional labour market needs, supports prosperity across British Columbia, and helps Canada remain a destination of choice for global talent.



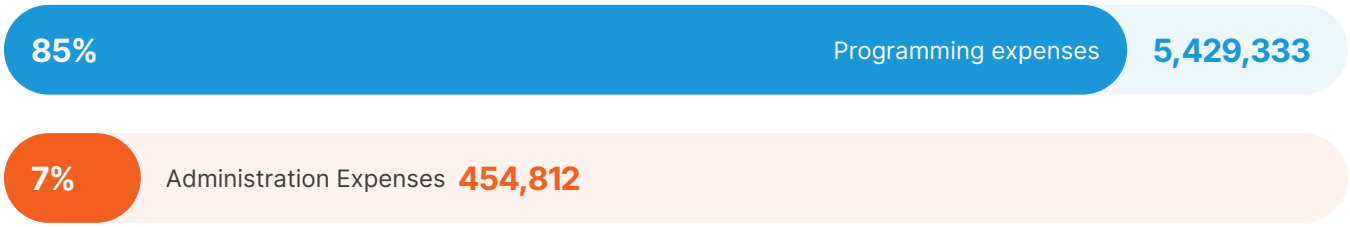
Financial
OVERVIEW

Funding 2025-26



TOTAL FUNDING: 6,403,911

EXPENSES 2025-26



TOTAL EXPENSES: 5,884,145

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

- **Shomik Chakrabarty** – RBC – White Rock
- **Setareh Golroh** – Metro Vancouver
- **Ron Sun** – Innovative Signage
- **Reza Siamak Riazi Kermani** – Parkin Architects
- **Pooja Relekar** – Coastal Sleep Homecare Services Inc.
- **Ozair Ghayoor** – Dome & Flame Pizza Ltd. (Pizza Garden)
- **Nariman Nobakht** – TELUS
- **Mimi Liu** – LifeLabs Medical Laboratory Services
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- **Evan Young** – RBC
- **Alex Kogay** – CPHR BC & Yukon
- **Tahir Timsagar** – SAP
- **Sereeta Khara** – EB Horsman & Son
- **Raj Sharma** – BC Hydro
- **Paulette La Roux MacGregor** – EB Horsman & Son
- **Neil Godbout** – Prince George Chamber of Commerce
- **May Arora** – Seabridge Gold
- **Manu Varma** – Independent
- **Kelly Aslanowicz** – CPHR British Columbia & Yukon
- **Giuliana Loza** – Dillon Consulting
- **Craig Natsuhara** – EY Law
- **Cody Martin** – Fortis BC
- **Basil Onyia** – Redbrick
- **Alex McMillan** – McMillan Solutions

Community Partners

- Acces Employment
- Actions Interculturelles Canada (AIC)
- Adler University
- 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 Chamber of Commerce
- BC Construction Association (BCCA)
- BioTalent Canada
- 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)
- Bridges Niagara
- 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 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)
- Construction Foundation of BC
- Dawson Creek Literacy Society
- DIVERSEcity
- Douglas College Training Group
- Edge Skills Centre Inc.
- English Online
- Enhanced English Skills for Employment (EESE)
- Fairleigh Dickinson University (FDU)
- Fort Nelson Community Literacy Society
- Greater Vancouver Board of Trade (GVBOT)
- Greater Victoria Chamber of Commerce
- Hub of Opportunities UHC – Windsor
- Immigrant and International Women in Science (IWS)
- Immigrant and Multicultural Services Society of Prince George
- Immigrant Centre Manitoba Inc.
- Immigrant Services Association of Nova Scotia (ISANS)
- Immigrant Services Calgary
- Immigrant Services Society of BC (ISSofBC)
- Impact North Shore
- Information and Communications Technology Council (ICTC)
- Information Systems Audit and Control Association (ISACA)
- Institute for Canadian Citizenship
- InterCultural Association of Greater Victoria (ICA)
- International Women of Saskatoon
- Irish Canadian Immigration Centre (ICAN)
- Jelly Academy
- Jewish Child and Family Services Manitoba
- Kababayan Multicultural Centre
- Kamloops Chamber of Commerce
- Kamloops Immigrant Services (KIS)
- Kelowna Community Resources (KCR)
- Kingston Employment and Youth Services (KEYS)
- La Francophonie Canadienne Plurielle (FRAP)
- Langara College
- Le Relais Francophone de la Colombie-Britannique
- Lethbridge Family Services
- LIFT Community Services
- LIFT Impact Partners
- MAGMA (Multicultural Agency of Greater Moncton Area)
- MOSAIC
- Multicultural Association of Fredericton (MCAF)
- Multicultural Centre of the Yukon
- Multicultural Council of Windsor and Essex County
- Neepawa & Area Immigrant Settlement Services
- New Canadians TV
- Newcomer Employment Welcome Services
- North Island Employment Foundations Society
- North York Community House
- Northeastern University – Vancouver Campus
- NPower Canada
- Okanagan College
- Open Door Group
- Opportunities for Employment Winnipeg (OFE)
- OPTIONS BC
- Pacific Immigrant Resources Society (PIRS)
- Peel District School Board (PDSB)
- Philippine Institute of Certified Public Accountants (PICPA Vancouver)
- Portage Learning and Literacy Centre Inc.
- Polycultural Immigrant & Community Services (PIACS)
- Prince George Chamber of Commerce
- Progressive Intercultural Community Services (PICS)
- Planning for Canada
- Regina Immigrant Women Centre (RIWC)

- Richmond Multicultural Community Services (RMCS)
- Rooted Connections
- Rural Manitoba Immigrant Employment Council (RMIEC)
- S.U.C.C.E.S.S.
- SAAMIS Immigration Services Association
- Saint John Newcomers Centre (SJNC)
- Seven Oaks Immigrant Services
- Simon Fraser University
- Skills for Change
- Skeena Diversity Society
- Skilled Trades BC
- 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)
- Scadding Court Community Centre
- Toronto Metropolitan University, Diversity Institute
- Toronto Regional Immigrant Employment Council (TRIEC)
- Trinity Western University
- 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)
- Western Community College
- WIL Employment Connections
- Windmill Microlending
- Women's Enterprise Skills Training of Windsor Inc. (WEST)
- Women in Consulting Engineering (WCE)
- 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 BC
- City of 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 Canada
- 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 Kamloops
- Clio
- Coast Capital Savings
- Compass Group Canada
- CPHR BC & Yukon
- Decision Point Advisors
- Deloitte
- Delta Hotel Kamloops
- Demonware
- DIG360
- Dillon Consulting
- District of Saanich
- Dorigo Systems Ltd
- E.B. Horsman & Son
- ElektraFi
- Entrepreneurship@UBC
- Ernst & Young (EY)
- FortisBC
- Fraser Health Authority
- Full Line Specialities
- Gravity Union
- IBI Group
- Innovative Signage
- Insurance Corporation of British Columbia (ICBC)
- Island Health
- ISACA
- Kibbi
- KPMG
- LifeLabs
- Manitoba Start
- Microserve
- Microsoft
- NA Construction
- Nubel Technologies
- PCL Constructors
- Paladin Security
- Peopled
- PixelPaddle Solutions Inc.
- Quartech
- Quest University Canada
- Raymond James
- Redbrick
- Rogers Communications
- Royal Bank of Canada (RBC)
- Saanich School District
- SAP
- Salesforce
- Seabridge Gold
- Shoppers Drug Mart/Loblaw
- SNC-Lavalin
- SparkGeo
- Starboard Recruitment
- STORMTECH Performance Apparel
- Sun Peaks Resort
- Svante
- SWTCH Energy Inc.
- TAP Network
- TCAP Private Equity
- TD Bank
- TELUS
- Terramera, Inc.
- Traction Complete
- Traction Rec
- TransLink
- Treyarch
- Uncommon Purpose
- Vancouver Coastal Health
- Venture Kamloops
- Velotrix
- Virtro Technology
- Wesgroup Properties
- WorkSafeBC
- Worldline
- 123Dentist

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
- WorkforceCollective
- RDÉE Canada (Economic Development and Employability Network)
- Association for New Canadians

IECC National committee members:

- BioTalent Canada
- Bridge Us Solutions
- Business Council of Manitoba
- Coldwater Communications
- CPHR Saskatchewan
- Excellence in Manufacturing Consortium
- Future Skills Centre
- Immigration Research West
- London Economic Development Corporation
- New Horizons Media Inc.
- Rural Development Institute, Brandon University
- Signal49 Research
- Toronto Metropolitan University
- University of Saskatchewan
- World Education Services
- YMCA of Southwestern New Brunswick

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