

## Making a Difference

The Immigrant Employment Council of BC (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 labour force 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.

Since 2008, we have been working to achieve our mandate:

### *By championing solutions for employers*

We champion innovative solutions for BC employers to attract, hire and retain immigrant talent to meet the province's labour force needs now and in the coming years.

### *By creating and providing resources for BC employers*

With a suite of employer-focused resources and programs, we help businesses of all sizes and sectors, from all regions of the province, integrate skilled immigrants into BC's workplaces.

### *By bringing employer perspective to immigration policies and programs*

As a champion and leader in labour market integration of immigrant talent, we regularly consult with employers giving them a stronger voice in the development of immigrant employment policies, programs and services.

### *By creating synergies and solutions*

We facilitate partnerships among employers, industry and business associations, and federal and provincial government; and we enable employers to benefit from an enhanced coordination of IEC-BC's collaborative immigrant employment solutions with other federal and provincial workforce strategies.

Funded by:

Financé par :



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada

## Current Initiatives

### *MentorConnect*

MentorConnect assists skilled immigrants to succeed in the BC labour market by connecting them with established professionals in occupation-specific mentoring relationships. IEC-BC supports employers in implementing their own successful mentoring program by providing overall program coordination and acting as the liaison between local immigrant service providers, who refer mentees, and employers.

### *Connector*

Connector is a simple and effective referral program that helps new immigrants build professional networks and connect with local job opportunities, while increasing employers' access to top-tier talent who may not make it in through regular recruiting channels. This national, award-winning program was developed by the Greater Halifax Partnership and has been replicated in 12 cities across Canada.

### *FAST BC*

The Facilitating Access to Skilled Trades in BC (FAST BC) is a one-stop online hub helping BC employers and qualified, internationally trained tradespersons, who are immigrating to Canada, succeed together. It prepares new Canadians for jobs that effectively use their talents. Developed in partnership with the British Columbia Institute of Technology (BCIT), FAST BC provides pre-arrival services to automotive service technicians, carpenters and power engineers, who have already received approval to immigrate to Canada.

### *Employer Tools & Resources Library*

In BC, we have a world of talent right here on our doorstep. Businesses and organizations that are able to attract, hire, and retain skilled immigrant labour have a competitive advantage in today's global HR marketplace. IEC-BC's web-based library features webinars, tutorials, tip sheets and industry-tested tools and resources that give employers an edge in finding, hiring and retaining new immigrant talent.

### *Forums, Roundtables and Summits*

As countries vie for the brightest and the best, skilled immigrants are a sought- after talent pool. BC businesses and industries must work together to take bold, decisive steps to close the skills and labour gap - seeing immigrants as part of the solution. IEC-BC regularly brings together business and industry leaders from across the Province and beyond to highlight the global and local economic and labour-market trends, and to identify strategic workforce development practices required to meet BC's current and future needs.

### *Professional Immigrant Networks*

Immigrant professionals in Canada and BC have organized themselves to forge connections between immigrants, employers and community agencies in order to advance immigrant employment. Professional Immigrant Networks (PINs) in BC are organized by profession, ethnicity or both. IEC-BC is working with PINs to forge connections between their members, employers and community agencies - with the goal of helping connect BC employers more effectively to this talent pool.