

## Mentoring Opens Your Organization to a World of Talent

The Immigrant Employment Council mentorship program aims to connect employers with immigrant talent. Here are the key features and strategic benefits:

- Immigrant Employment Council provides overall leadership and program coordination
- Community organizations provide mentees who are internationally trained immigrants
- Employees within your organization volunteer as mentors and share practical information on their fields of expertise
- 24 hours of mentoring is provided over a four month period
- Mentors gain leadership and coaching skills and insight into working with immigrants from diverse cultural backgrounds
- Your organization gains access to an untapped and skilled talent pool that can build a more culturally competent workplace
- A low cost, yet highly effective recruiting tool



[tapintotalent.ca](http://tapintotalent.ca)



**Immigrant Employment Council**  
*of British Columbia* *tap into talent*

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The Immigrant Employment Council of BC is overseen by Vancouver Foundation, Canada's largest community foundation, with financial support from the Province of British Columbia

# A World of Talent at Your Fingertips

## Tap into BC's Top Immigrant Talent



## Tap into a World of Talent with the Immigrant Employment Council of BC

Emerging from the 2008 Metro Vancouver Leaders Summit on Immigrant Employment, the Immigrant Employment Council focuses on helping BC employers tap into immigrant talent in order to grow BC's economy. Together with a board of directors and working groups, the Immigrant Employment Council:

- Promotes the competitive advantage of hiring immigrants
- Develops hiring tools, resources and information critical to employers

### Are you looking to:

- Access expanding and culturally diverse local and global markets?
- Tap into innovation and gain a competitive edge?
- Beat the looming labour crunch?
- Recruit talent with the education and skills needed to drive your business?

The Immigrant Employment Council has a comprehensive range of **no cost** tools, resources and programs designed to help you **FIND, HIRE** and **TRAIN** top talent among BC's immigrants.

## The Talent You Need, When You Need It

All of our employer resources can be found at [tapintotalent.ca](http://tapintotalent.ca).

### FIND Top Talent

- Connect with organizations in your community who can help
- Use proven methods for attracting and retaining immigrant talent
- Access the latest resources to find the right candidates

### HIRE Top Talent

- Access a shortlist of pre-screened candidates through **TalentMatch BC**
- Assess candidates, check foreign references and conduct culturally-savvy interviews
- Get the edge on your competition by hiring top immigrant talent

### TRAIN Top Talent

- Help your talent gain stronger business English skills
- Find strategies for streamlining their integration into your workforce

## TalentMatch BC

BC's top immigrant talent fits your job requirements. **TalentMatch BC** brings you the right talent at the right time.

The Immigrant Employment Council's job matching tool, TalentMatch BC, gives you access to pre-screened, job-ready and internationally trained candidates.

Yes, we do mean pre-screened! These candidates are experienced, educated and have proven English language skills.

You can even take advantage of **no cost** job postings.

### Telus Tapped a World of Innovation

Your staff should reflect your customers. It's just a reality of business – you have to mirror.

 **Richard Beed,**  
VP Talent Solutions

### The City of Vancouver Tapped Cultural Competence

To meet your customers' needs, you need staff who really understand your customers. As a city with a very diverse population, we need staff with diverse cultural backgrounds. We are fortunate that locally there is a large pool of professional, well qualified immigrants that we can draw from.

 **Wendy Au,**  
Assistant City Manager