

THE / SHIFT

WEST  Inc.

NEWSLETTER

LEADERS IN POSITIONING WOMEN FOR SUCCESS

FALL 2021

“**The Shift**” is a quarterly newsletter to share exciting news about events, programs and services at WEST. **The Shift** will also celebrate through story our clients, individuals and Community Partners working to create a stronger more inclusive Windsor-Essex.

Women’s Enterprise Skills Training of Windsor Inc. (WEST) provides support to women in Windsor-Essex County and working to aid them in achieving their goals through acquiring employment, training and skill development plus aiding newcomers and immigrants with their settlement into our community.



WELCOME FALL!

Time to enjoy warm apple cider, the beautiful colours that Mother Nature has surrounded us with and grab your favourite fall sweater. This season is also a wonderful time to reflect on what we are thankful for and the simple things, that bring joy to our lives.

“It’s the first day of autumn! A time of hot chocolatey mornings, and toasty marshmallow evenings, and, best of all, leaping into leaves!”

- Winnie the Pooh, Pooh’s Grand Adventure -

STRATEGIC PLAN 2021-2023

As WEST Inc. continues its efforts to create services that meet the expanding needs of staff, clients and our community, as an organization the development of a

2021-2023 strategic plan was designed as a framework to support the work of WEST Inc. and the progression of the organization as a whole.



[VIEW STRATEGIC PLAN](#)

SETTLING IN... CONNECTING INDIVIDUALS TO THE COMMUNITY



On September 7, WEST welcomed the Language Learners and CNC (Childcare for Newcomer Children) children back to the office with a hybrid model.

For information about our workshops visit:

[UPCOMING ACTIVITIES - WOMEN'S ENTERPRISE SKILLS TRAINING OF WINDSOR INC. \(WESTOFWINDSOR.COM\)](#)



NEWCOMER SETTLEMENT PROGRAM (NSP)

WEST staff work with newcomers in Windsor-Essex to help them settle and integrate into our community as well as the Canadian lifestyle.

Program Eligibility Requirements: Person who received

permission to stay in Canada for the purpose of becoming a Refugee Claimant, Visitor, Canadian Citizen, Minister's Permit holder. This program is funded by the Ontario Ministry of Citizenship and Immigration (MCI).

NEW HORIZONS FOR SENIORS PROGRAM/COOKING TOGETHER

During a 6-week period, seniors and youth prepare healthy, nutritious and cultural meals. This intergenerational project is a great way bring people

from various ages together to laugh and learn from each other while enjoying a meal they prepared together.

This program is funded by the Government of Canada.

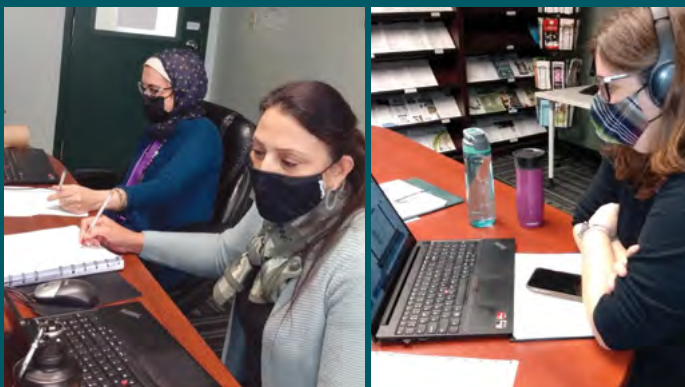
LANGUAGE SKILLS TRAINING



Women's Enterprise Skills Training of Windsor, Ontario (WEST) would like to congratulate employee Bushra Hanna for receiving the 2021 Sparks of Excellence Award. Bushra is an English As a Second Language Teacher and as a passionate educator is committed to sharing her love of learning with her students. Throughout the years, Bushra has become more than a teacher to her students, with her ongoing support, words of encouragement and excitement she brings to the classroom everyday provides her students with safe space

that empowers them to become better and know anything is possible. In 2006, Bushra became a TESL member and in 2020 joined the Executive Board of Directors for TESL Windsor. She holds a Bachelor's Degree in Adult Education from Brock University, along with a Master's Degree in Translation and a Bachelor Degree of Arts/ English from Baghdad University Iraq. For over 20 years, Bushra has been working with the newcomers and immigrants and is currently the PBLA Lead Teacher at WEST. Congratulations Bushra!

LANGUAGE INSTRUCTORS ATTEND TESL ONTARIO'S 49TH ANNUAL CONFERENCE



This year's theme, **Forging Ahead: Building New Normals Together**, has been chosen to reflect what our teaching profession will continue to do for the foreseeable future. The past year and a half have brought both great change and great challenge to us all – but together, we will forge ahead.

This program is funded by Immigration, Refugee, Citizenship Canada (IRCC)

#YQG YOUTH

EDGE, EMPOWERED DIVERSE GROUP FOR EDUCATION & EMPLOYMENT (GIRLZ CREW-YOUTH LEADERSHIP)

Newcomer and immigrant female youth between the ages of 14 to 24 years old join EDGE today!

- Meet new people & Create lasting friendships
- Volunteer in your community
- Gain new skills and build your confidence

EDGE youth meet weekly and for more information contact temitayo@westofwindsor.com

This program is funded by Immigration, Refugees and Citizenship Canada (IRCC).

SEAT (SCIENCE, ENGINEERING, ARTISTRY & TECHNOLOGY)

The SEAT program is a great outlet to give youth the opportunity to continue explore their creativity and engage with the community during the pandemic. On July 28th, the SEAT program hosted a STEAM Panel Discussion with women across Canada. This forum provided participants with the opportunity to interact with industry experts and ask pertinent questions relating to their education, career paths and SEAT group project ideas. A special thank you to our panelists: Claudia Gomez-Villeneuve, Yvonne Ouimet, Terri Michienzi, Blair Spencer, Preeti Ramakumaraswamy and Isabelle Kolodziej. During the months of June to August,

fourteen (14) youth participated and graduated from the Steeltown Toastmasters Club 755 Youth Leadership Series. Participants also attended our first in-person industry tour at the Sho Art, Spirit and Performance Studio on August 26th, where they actively took part in a sewing workshop with Deborah Dunlop, and painted a group mural. Rachel Pieters Mumford also shared her journey as an artist, and her visual art exhibits themed "Queen For A Day." Thank you to our hosts Lorraine Steele and Susan McLeod. Currently, our participants are completing their projects in preparation for their Social Impact Exhibition. Stay Tuned!

For more information about the SEAT program, please connect with seita@westofwindsor.com.

This program is funded by the Government of Canada under the Canada Service Corps, Science, Ingénierie, Art et Technologie est financé par le gouvernement du Canada dans le cadre de Service jeunesse Canada.



L.E.A.D. (YOUNG WOMEN IN LEADERSHIP, EMPLOYMENT & DEVELOPMENT)

In August Recruitment Officers, Dianne Dunat and Ayla Kalayci hosted the L.E.A.D. participants with a tour of St. Clair College. The participants were provided with information about the different departments and programs available at the college. In addition to, learning about admission requirements, additional services, financial aid and student life at the college. Both Dianne and Ayla were able to answer everything thoroughly for the participants. They followed up by sending all the links with the pertinent information discussed during the tour so the participants could be fully informed and aware of St. Clair College's dynamic and diverse options. The L.E.A.D. participants were

quite impressed as Dianne and Ayla showed them the classrooms and some equipment used in specific programs. During the two-hour tour, it was evident to the L.E.A.D. Participants that St. Clair College is an innovative and technologically advanced educational institution in Ontario. In addition, participants each received a St. Clair bag with a few fun souvenirs and pamphlets.

St. Clair College and their staff have continuously collaborated and supported WEST throughout the years and we appreciate their work in the community.

This program is funded by the Federal Government

SKILLS + TRAINING + NETWORKING = A CAREER WIN!

EMPLOYMENT SERVICE

Employment Service at WEST provides customized support to individuals to assist them with their job search efforts. Our well-trained team of Job Developers/Employment Counsellors provide one-on-one assistance for career exploration, job readiness, resume writing, interview preparation, and connection with employers. Placement opportunities with and without incentives are available. Additional supports are also available to clients facing financial barriers. Second Career application assistance is available to support laid off, unemployed individuals who require skills training to find employment in high-demand occupations. Services and grants are also available for employers in order to help them with their hiring and training needs. Throughout the pandemic, staff remained resilient and continued to

provide seamless services through online platforms. During the spring and summer this year, more than 500 clients were serviced through workshops, job search assistance, job matching and one-on-one support.

Success Stories:

"Stephanie was amazing, helpful and understandable. She took me through the whole process of Second Career very smoothly & professionally. She answered all of my questions and she cares a lot. I would strongly recommend her to anyone that needs help through the same process I went through. Thank you very much Stephanie."

"My employment counselor was a wonderful and helpful person I rate her 10/10 keep up your wonderful work Michelle"

"It's been a pleasure working with Lindiwe, she was helpful all the way. The interview and Resume preparation helped me secure the job. She was a

very patient counsellor always willing to answer any questions I had. Keep up the good work Lindiwe so much appreciated."

This Employment Ontario is funded in part by the Government of Canada and the Government of Ontario.

WOMEN IN SKILLED TRADES (WIST)

On August 3rd, WEST welcomed 20 new women into our 8th Intake of CNC/Industrial Mechanic Millwright Pre-Apprenticeship Program (Women in Skilled Trades Program). All students received personal protective equipment and backpacks to get them started with their new career journey. This fully funded training program provides the knowledge and confidence they need to pursue careers in the skilled trades. Our goal is help women overcome barriers and gain employment without having prior knowledge and experience in the trades.

The students from the previous intake have also completed their in-class training portion and are ready to apply their skills in a real work environment through

This program is funded by the Government of Ontario, with additional funding support from the Canadian Women's Foundation.

the work placements. Despite the challenges and interruptions imposed by the pandemic, the students remained resilient to complete their training. We wish them success as they continue their journey in skilled trades.

Success Story:

"I can't thank you Mary Ann and Sergio enough for believing in me and giving me the confidence I needed. Once I have further my career in the trades, I hope to come back to tell my testimony."

<https://www.westofwindsor.com/women-in-skilled-trades/>

INTRODUCTION TO CONSTRUCTION AND CRAFT TRADES FOR WOMEN

WEST is delighted to offer new Introduction to Construction and Craft Trades for Women (ICCTW) program. This program is offered in partnership with Labourers' International Union of North America (LIUNA 625). The program is specifically designed to facilitate the entry of women without prior experience or knowledge to the Construction, Craft Worker and Cement (Concrete) Finisher Trades. This short-term training program will provide participants with basic knowledge and exposure to apprenticeship

training, help in gaining employment by bridging the gap with this sector specific skills training and ultimately leading the participants to the RED Seal designation in various apprenticeship sectors. We successfully completed the first intake and the second intake started on September 27th, 2021.

<https://www.westofwindsor.com/introduction-to-construction-and-craft-trades-for-women-icctw/>

For program eligibility and additional information contact ctaylor@westofwindsor.com.

THE EMPOWERING WOMEN FOR EMPLOYMENT PROGRAM (EWE)

If you are a newcomer and are looking for a program to further develop your skills, build your confidence and increase your professional network. Then the EWE Program may be right for you.

The program includes 8-weeks of online training, followed by a 5-week work placement.

Eligible participant includes

- Permanent Residents or Convention Refugees, minimum of level 5 Canadian Language Benchmark, and minimum High School completion from Canada or outside Canada.
- Newcomer Women (Permanent Residents, Convention Refugees) with high school diploma for either in Canada or Outside of Canada and Language Proficiency CLB 5+.

This program is funded by Immigration, Refugees and Citizenship Canada (IRCC).

SECOND CAREER

Second Career program assists laid off, or unemployed individuals wanting to develop new skills to find employment in high-demand occupations in Ontario. Eligible participants can receive up to \$28,000 to cover the costs for tuition, books, manuals, or other instructional costs, transportation, basic living allowance, and childcare.

This Employment Ontario is funded in part by the Government of Canada and the Government of Ontario.

COMPUTER TRAINING

Never before has it been so apparent that in order to successfully enter the workforce you must have computer skills, and be able to adapt to new technologies quickly and easily. WEST has been providing training opportunities to help participants gain those necessary skills, and the confidence to use them. Our programs range from introducing basic knowledge of computer hardware and commonly used computer applications, to online safety and computing in the cloud, as well as certification courses in Microsoft Office applications.

This year we added a new learning platform, Jasperactive, to help our students test out the skills they are learning and get instant feedback on how they are using their skills. This has helped clients improve their confidence in using and applying the skills that they are learning. WEST is continuously adapting to technology to meet the changing needs of program delivery due the COVID-19 pandemic, and we were able to successfully deliver these classes through virtual platforms.

EMPLOYER HUB

Why Not Us? Groundbreaking Collaborations in Creating Safe and Inclusive in Creating Safe and Inclusive Workplaces for Women

WEST recently got an opportunity to offer a professional development session at the Ontario Council of Agencies Serving Immigrants (OCASI). This interactive session told the story of how a newcomer and refugee provider agency became an agent for change and partner to a national groundbreaking project by Canadian Coalition of Women in Science, Engineering, Trades and Technology (CCWESTT) in creating powerful change for women in Canada. Session attendees learnt:

- How to shift perspective from “a provider of service” to “ideapreneur” using the “Why Not Us” notion and, create new opportunities to enable marginalized women to share experiences to leverage real changes in the workplace
- The reality and challenges for women in the skilled trades and the role employers play in preparing the workplace
- How to use a simple, step by step guide for employers on how to create safe and inclusive workplaces
- Discussion: Reflect on the learnings and to consider how to challenge themselves to think more like an “ideapreneur” and to unlock untapped possibilities for your organization using your expertise and data to be a thought leader and a contributor to national discussions

This program is funded by the Government of Canada through the Canada Job Grant Programs delivered by the Government of Ontario.

CHILD’S PLAY

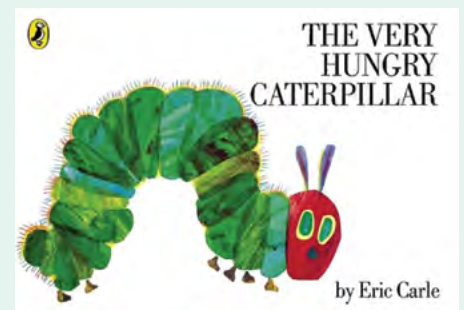


WEST CHILD CARE & CNC CENTRE

Reading is a wonderful way to help people of all ages to explore their imagination, become creative and expand their world. For this issue Rashda Tahir’s, CNC Teacher is sharing with us her favourite children’s book the classic “The Very Hungry Caterpillar”, by Eric Carle.

”This is my favourite book for children 2 to 7 years old. The Very Hungry Caterpillar is a quick read filled with bright colourful pictures attractive to the eye. The stories repetition and rhythmic language helps the flow of the story and keeps children engaged in the book. Children learn about the days of the week and healthy foods while practising their counting. This book is also enjoyed by the babies in CNC, who love listening to us read to them, while looking at the pictures.” Happy Reading!

- Rashda Tahir’s -



BUILDING CAPACITY FOR MORE INCLUSIVE WORKPLACES, LEADERSHIP AND COMMUNITIES

WEST is proud to join the 50/30 Challenge issued by the federal government. Organizations participating in the 50/30 Challenge with corporate boards in Canada commit to increasing board diversity and establishing targets to achieve 50/30 representation of women, First Nations, Inuit and Métis peoples' and under[1]represented groups. Currently in the process

of developing a Gender Equality and Inclusion Report, WEST has been analyzing data, interviewing the Board of Directors and various community partners. We look forward to sharing the report with the Windsor-Essex community. To learn more about the 50-30 challenge, please visit their webpage: [50-30 CHALLENGE](#)

COMMUNITY FEATURE



WEST is thrilled to recognize Maria Ford Conliffe for her volunteer service to the organization. Maria has over 30 years HR experience and is President of Ford-Conliffe & Associates. Despite her busy schedule and challenges of the pandemic, Maria has continued to demonstrate her resilience and passion for service. In addition to her valued role as Secretary for the WEST Board of Directors, Maria also participates in several of WEST's training programs including EWE and LEAD as workshop presenter and advisory board member. Through her volunteer efforts, Maria

has been able to positively impact the lives of so many youth and newcomer women in Windsor-Essex. For Maria, "Volunteerism provides the opportunity to enhance the lives of many, especially when working through an organization such as WEST. When you volunteer, you set the example to pay it forward. For me, volunteering gives me a sense of purpose; a feeling that I am contributing to something greater while impacting the lives of others, as well as my own life, in meaningful ways."

COFFEE BREAK!

Fall/Autumn Word Search

Instructions:

Try to find all of the hidden words in the word search puzzle.

APPLE

COLORS

FROST

HARVEST

LEAVES

ORCHARD

CHILLY

CORN

GEESE

HAY

ORANGE

SCHOOL

N M R T H H Q N S G K T T C I
 B D C K L A V C S F R G U H F
 K A A K S Y H E J R E A R I S
 D O A B X O V W K L N Z K L H
 B X E O O A N Q P X O Q B L E
 Z C D L E K G P I W C I F Y Q
 L Z T L J H A V J B Q F C Q A
 V W U O Y M T S O R F P O M P
 J P K R D W N C Z E P O L J F
 G O I C G U Q K G S L K O A V
 I L O H L C Z N U K L L R H D
 T T H A D T A G E E S E S D X
 D M E R J R V H V Q Q I I Z J
 D U T D O U T S E V R A H H K
 X C N R O C M G Y X E B F R X

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