



WOMEN'S ENTERPRISE
SKILLS TRAINING
OF WINDSOR INC.

2025-2026

Annual Report



38TH ANNUAL GENERAL MEETING

Our Principles

1 Mission Statement

Women's Enterprise Skills Training of Windsor Inc. (WEST) exists to provide training for severely employment disadvantaged visible minority women in order to improve their employability in the workforce and/or to further their education.



2 Vision

Leaders in Positioning Women for Success



3 Value Statement

Together at WEST:

- We are committed to treat everyone with dignity and respect.
- We strive to create an environment of accountability and professionalism of the highest standard.
- We passionately aim to foster, promote, and advocate for inclusivity and diversity of all women.
- We are dedicated to serve the needs of the community with compassion and empathy.





Rose Anguiano-Hurst

Executive Director

Rose has led WEST as Executive Director since 1995, overseeing a team of 65 staff. With a wealth of experience in non-profit management, she has been instrumental in WEST's growth to serving over 3000 women annually. Rose is dedicated to empowering women in the community through skills development and meaningful employment.



Olivia Zhao

Director of Finance

Olivia oversees all financial operations with precision and expertise. With her keen eye for detail and dedication to financial integrity, Olivia ensures that WEST's resources are managed efficiently to support our mission of empowering women in the community.



Seita Sadoo-Thomas

Programs Manager of Youth, Communication, Fund Development & Special Projects

Seita, holding an MBA in Entrepreneurship and Technology Management, has dedicated eight years to WEST. Drawing from her extensive business acumen, she focuses on grant writing, fund development, and communication. Leading programs like LEAD, SEAT, and gender equality initiatives, Seita is committed to propelling WEST's mission forward through innovative strategies and empowering youth.



Anabella Hatami

Programs Manager of Settlement Services for Newcomer Women and Girls

Anabella Hatami is a social worker and community leader with over 20 years of experience in social services and more than a decade in the settlement sector. As Program Manager at Women's Enterprise Skills Training of Windsor, she leads a diverse portfolio of programs supporting newcomer women, families, and youth. Passionate about inclusion, and women's empowerment, Anabella is deeply committed to building responsive, community-driven services that help newcomers thrive.



Stephanie Allen

Programs Manager of Skilled Trades

Stephanie, leveraging her experience as the EPA Coordinator, now oversees a diverse range of programs including EPA, CNC Millwright, CCT, STAR, and the innovative SMART for Women program, funded by UTIP. With her leadership, these initiatives continue to empower women in skilled trades, providing them with the tools and support needed to thrive in traditionally male-dominated fields.



Corina Jancev

Programs Manager of Integrated Employment Services

Corina Jancev is a proven leader in employment services with over 16 years of experience at WEST. She holds a Master's Degree in Sociology and an Bachelor's Degree in Family and Social Relations from the University of Windsor, grounding her work in a strong understanding of social and labour-market dynamics. As Manager of Integrated Employment Services, Corina oversees the delivery of Employment Ontario programs and leads a multidisciplinary team focused on achieving strong client and program outcomes.

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Message from the **EXECUTIVE DIRECTOR & PRESIDENT**



Greetings,

As we come together for this year's Annual General Meeting, we're taking a moment to reflect on the past year with a deep sense of achievement and purpose. It has been a year shaped by growth, resilience, and a continued commitment to the women and girls we serve every day.

Over the 2025–2026 fiscal year, we've had the privilege of walking alongside individuals navigating complex challenges, supporting them as they build skills, find employment, and create new opportunities for themselves and their families. This report offers a snapshot of that work and the impact made possible through our collective efforts.

This past year also marked an important point in our journey, we've invested in supporting newcomers, advancing equity and inclusion, strengthening workforce readiness, and building organizational capacity have not only guided our work, but strengthened the foundation we continue to grow from.

Looking ahead, we are prioritizing strong governance, leadership development, and long-term sustainability so that we can continue to serve our community with excellence.

At the same time, we remain committed to investing in our team, recognizing that the strength of our organization is rooted in the people who bring this work to life every day.

Our programs continue to evolve to meet the diverse and changing needs of our community, from settlement and language services to targeted support for youth and internationally trained professionals. Each program reflects our belief in creating meaningful pathways toward independence, skill building, and opportunity.

We've also seen the power of collaboration throughout the year. Working alongside community partners and service providers, we continue to strengthen how we deliver inclusive, respectful, and impactful services. These partnerships allow us to extend our reach and deepen our impact in ways we could not do alone.

To our partners and employers, thank you. Your continued support, trust, and shared commitment make this work possible.

This year's International Women's Day celebration was a powerful reminder of why we do what we do. Celebrating the achievements of our participants and the support of our partners reinforced our shared vision of a more equitable and inclusive community.

To every participant who allowed us to be part of their journey, thank you for your trust.

To our Board of Directors, thank you for your guidance and leadership. And to our dedicated staff, whose passion and commitment drive this work forward each day, we are deeply grateful.

While we are proud of what we've accomplished, we know there is still more to do. Together, we will continue building pathways, creating opportunities, and making a meaningful difference in the lives of women and girls in our community.

Sincerely,
Rose Anguiano Hurst
Nadine Manroe-Wakerell

Reporting on the Pillars of the Strategic Plan

Governance: Building Excellence in Leadership

This year, WEST strengthened its governance structure to support excellence in leadership and long-term organizational success.

The Board was expanded to enhance capacity and strategic oversight, including the addition of new members and Special Advisors; Beth Yeh, Michelle Moxley-Peltier and Cari-lyn Ristic for bringing diverse expertise to support informed decision-making.

These enhancements align with WEST's commitment to building a strong governance framework, ensuring the organization is equipped with the right skills, perspectives, and leadership to guide its future.

Sustainability: Meeting Our Long Term Goal

WEST continued to advance its sustainability efforts by strengthening relationships with key stakeholders and exploring new opportunities for funding and program growth.

This year, WEST engaged with government representatives, including MP Harp Gill and Kathy Borrelli, to discuss future funding opportunities and collaborative approaches to enhance programming and community impact.

These efforts support WEST's long-term sustainability by diversifying funding streams, strengthening partnerships, and positioning the organization to respond to evolving community needs.

Operations: Investing in Our People

WEST continued to strengthen its operational capacity by investing in its people, systems, and service delivery.

Efforts focused on enhancing organizational effectiveness, supporting staff development, and improving service delivery across programs. The organization also continued to expand its reach through new service locations and program growth, ensuring clients have increased access to high-quality, responsive supports.

These initiatives reinforce WEST's commitment to building a strong internal foundation that enables continued innovation and impactful service delivery.

Advancing Equity, Diversity, and Inclusion

During the past year, WEST has continued to advance its commitment to equity, diversity, and inclusion by supporting women, youth, and individuals from racialized and marginalized communities. Through a range of initiatives, the organization has focused on fostering empowerment, strengthening skills development, and facilitating pathways to meaningful participation in the workforce and broader community.

A key highlight of this work has been WEST's Women in Skilled Trades initiatives, which reflect a strong commitment to advancing inclusion and equity in sectors where women have been historically underrepresented. These programs have expanded access to training and career opportunities in high-demand trades, while addressing systemic barriers and promoting greater gender equity within the workforce.

More broadly, WEST's programming has contributed to increased access to opportunities across multiple sectors, supporting greater representation and inclusion. By providing training, mentorship, and leadership development opportunities, these initiatives enable participants to pursue sustainable personal and professional growth.

In addition to program delivery, WEST has maintained an active role in advocacy, partnership development, and community engagement. Through collaboration with stakeholders and the facilitation of inclusive dialogue, the organization continues to amplify diverse perspectives and contribute to broader efforts aimed at advancing systemic change.

WEST remains encouraged by the progress achieved over the past year and is committed to building on this foundation through continued growth, expanded reach, and sustained impact within the communities it serves.

Employment & Training for Today's Workforce

WEST continues to lead in delivering employment and training services tailored to women, girls, and youth in our community. The Women in Skilled Trades team undertook extensive outreach and promotional activities to support candidate recruitment and increase program awareness.

In partnership with Unifor Local 444, WEST hosted three Trades Exploration Workshops, increasing awareness of careers in the skilled trades among women. The team also participated in numerous outreach events, including Jill of All Trades at St. Clair College, Level Up!, Express to the Trades, the Windsor Mold & Metal Trade Expo, Emerging Technologies, Greater Essex County District School Board Open House and Pathways Night, the OBTC Women's Conference, the Supporting Equity in Trades Conference, and various career fairs and information sessions. In addition, WEST participated in two roundtable discussions with Minister Hajdu and Minister Piccini, contributing to conversations on workforce development and opportunities for women in the skilled trades.

WEST successfully delivered the Electrical Pre-Apprenticeship Program for Women, which completed its fourth intake and is now funded through the Pre-Apprenticeship Training Program. The 12th cohort of the CNC Industrial Mechanic Millwright Pre-Apprenticeship Program was also completed. In addition, WEST secured new funding through the Skills Development Fund to launch the Skills Training in Air Conditioning, Refrigeration and Sheet Metal (STARS) for Women program, further expanding training opportunities in high-demand trades.



In March, WEST proudly marked a milestone of 436 women trained through its skilled trades programming since inception, helping women gain the skills and confidence to pursue meaningful careers in the trades. WEST continues to actively seek opportunities to grow and enhance its employment-focused programming. The Supporting Micro-Credential Apprenticeship Retention Training (SMART) for Women program is now well underway, focusing on strengthening apprenticeship retention through micro-credential training and comprehensive wrap-around supports.

Program participants were provided with valuable opportunities to engage with community partners and industry representatives, strengthening pathways to mentorship and employment. Through guest speakers, alumni engagement, and industry tours, participants gained first-hand insight into the skilled trades sector.

WEST is a proud member of the Windsor Regional Employment Network, with Employment Ontario services partially funded by the Government of Canada and the Government of Ontario. WEST Integrated Employment Services is committed to supporting both job seekers and local businesses through workforce development initiatives, employment services, and skills training programs designed to meet today's labour market demands.

WEST Integrated Employment Services works closely with local employers to help address hiring needs by connecting businesses with qualified candidates and facilitating hiring events that create meaningful employment opportunities within the community.

By offering career counseling, resume and interview preparation, job readiness workshops, and training opportunities, WEST Integrated Employment Services helps individuals strengthen their professional skills and successfully integrate into the workforce. Through partnerships with employers and community organizations, WEST Integrated Employment Services continues to support economic growth while preparing participants for sustainable employment and long-term career success.





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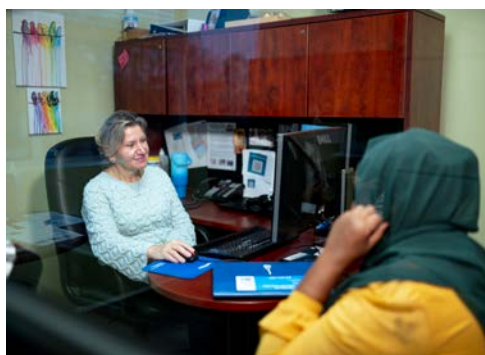
Our PROGRAMS



Young Women in LEAD

Manager: Seita Sadoo-Thomas; Coordinator: Jasmine Captan

Launched in 2016 and renewed in 2024 for another three years, the LEAD program has supported 82 participants since the renewal, with over half securing full-time employment or returning to school. Funded in part by the Youth Employment Skills Strategy, it is a paid program empowering young women facing employment barriers through eight weeks of in-class training followed by six weeks of hands-on work placements.



Settlement Services for Newcomer Women and Girls

Manager: Anabella Hatami; Coordinators: Maha Majdalawim, Juan Wang, Naheed Ahmad-Salman

The Settlement Services Program, funded by Immigration, Refugees and Citizenship Canada (IRCC), supports newcomer women as they settle into Canadian society. It provides employment programs, language training, and settlement support to help them navigate challenges, gain skills, and achieve stability. Through one-on-one counseling, group sessions, and community referrals, participants receive tailored support. In 2025–2026, we continued supporting newcomer women and girls through initiatives such as introducing newcomer youth to sports, organizing industry tours with community partners and employers, and hosting information sessions on education in Canada, health care, and other essential topics.



Integrated Employment Services

Manager: Corina Jancev; Acting Coordinator: Sara Ashour

Funded by the Ministry of Labour, Immigration, Training and Skills Development through the Windsor Regional Employment Network (WREN), WEST transitioned to the Integrated Employment Services (IES) model in 2024. This client-centred approach focuses on job retention, inclusion, and coordinated service delivery, offering individualized supports such as job search assistance, career planning, skills development, employer matching, and post-placement support. Since 2024, services have expanded to Amherstburg and South Windsor, with further growth in 2025 through the LaSalle satellite location. IES at WEST works closely with local employers and community partners through job fairs, networking events, and outreach to connect job seekers with meaningful employment and strengthen access across the region.



Women in Skilled Trades

Manager: Stephanie Allen; Coordinators: Fasiha Bashir, Mary Ann Montaganio

Our Skilled Trades programs empower women, especially those with no prior experience, to enter in-demand trades and address labour shortages. In partnership with St. Clair College and UNIFOR Local 444, the CNC/Industrial Mechanic Millwright Pre-Apprenticeship Program has supported 260 women, while the Electrical Pre-Apprenticeship Program has introduced 80 women to the trade. Our Air Conditioning, Refrigeration, and Sheet Metal program has helped 20 women begin careers in HVAC. The \$3 million SMART Program will support 400 underrepresented women apprentices over the next three years. Additionally, the ICCTW program, delivered with LiUNA 625, trained 76 women in trades including Electrical, Carpentry, and Heavy Equipment Operation, with two participants earning Red Seal certification. Continued funding enables further program growth and impact.

Our PROGRAMS

YOUNG WOMEN IN L.E.A.D

The Young Women in Leadership, Employment and Development program, funded in part by the Government of Canada's Youth Employment and Skills Strategy, supports young women (aged 15-30) facing barriers to employment by equipping them with the skills, confidence, and experience needed to successfully enter the labour market.

In the 2025–2026 fiscal year, LEAD delivered five program intakes, supporting 61 participants through eight weeks of full-time employability and leadership training, followed by a six-week paid work placement. During the training period, participants develop essential workplace competencies, including communication and professional readiness, and receive individualized support, including resume development, interview preparation, and mentorship. Of the participants served, 17 are employed, 12 have returned to school, and 32 are enrolled in Employment Services Training.



A key highlight this year was WEST's International Women's Day celebration, which honoured the recipients of the Journey Toward Success Awards. The event recognized one LEAD participant as the recipient of the Youth Community Leadership Award, and an employer partner received the Daphne V. Clarke Trailblazer Award - A partner who supports our clients' success, recognizing their commitment to supporting meaningful employment opportunities.

Another key highlight was the expansion of funding, employer engagement, and community partnerships. This included additional support from LIBRO Credit Union and a collaborative partnership with Scotiabank's Southwest Ontario District, whose generous contribution enhanced program delivery and created greater opportunities for participants.

LEAD Success Story

"Thank you for giving me the opportunity to be part of this program. My overall experience was very positive and helpful. Before joining, I wanted to expand my knowledge and build more confidence in emergency response and first-aid situations. This program helped me learn important life-saving skills, including CPR, first aid, and how to respond calmly in emergencies. The training was very well organized, and the instructor explained everything clearly with practical examples and hands-on practice. I especially appreciated the supportive and professional environment, which made learning comfortable and engaging. Through this program, I gained valuable knowledge, practical skills, and more confidence in my ability to help others in emergencies. I would recommend this program to others because it provides essential skills that everyone should know. Thank you for the guidance and support, and for creating such a positive learning experience."

NEWCOMER SERVICE NAVIGATION

The Newcomer Service Navigation & Support Specialists completed approximately 680 new client intakes during the 2025–2026 fiscal year. In addition, more than 2,300 one-on-one Information & Orientation sessions were provided for clients. A range of support services tailored to their ongoing settlement needs. These efforts reflect a strong commitment to ensuring that both new and returning clients receive the guidance, support, and access to resources necessary for successful settlement into the community, while also increasing awareness of available services and strengthening community connections.

Throughout the 2025–2026 fiscal year, the Newcomer Service Navigation & Support Specialists conducted extensive outreach initiatives across the Windsor-Essex community, with a strong focus on engaging newcomer women and girls.



These outreach efforts were designed to increase awareness of settlement services, build trust within diverse communities, and ensure equitable access to support services. WEST participated in numerous outreach booths and community events, including the Reginald and Lassaline Care Fair, Youth Symposium, and initiatives at the Downtown Mission. Outreach activities also included engagement with schools, community agencies, and public events.

The WEST Settlement Team delivered presentations about available services at Collège Boréal, Trios College, Al Sadeq Academy, Crossing Canada Citizenship, Windsor Police Service, Windsor Family Health Team, Hiatus House, the City of Windsor, and within the Eritrean community. These presentations were aimed at increasing awareness of available support and strengthening community partnerships.

Through the relationships established with the Eritrean community, and with the support of a Language Aide, the settlement team was able to provide critical support to individuals who previously had limited or no access to settlement services. Language support services were also arranged for Somali and Spanish-speaking community members to ensure clear communication and improved access to programs and resources.

Newcomer service navigation success story

When I came to Canada, I was scared and didn't know where to start. Everything was new and confusing. With the help of my settlement worker, Samar Khayat, I was able to take my first steps. She supported me, encouraged me, and helped me believe in myself. Because of her guidance, I improved my English, completed my training, and achieved things I never thought possible. Today, I feel stronger, more confident, and hopeful for my future and my children.

I would like to express my sincere gratitude to Women's Enterprise Skills Training of Windsor Inc. (WEST) and all its dedicated staff for their continuous support, guidance, and encouragement. I deeply appreciate the welcoming environment and the valuable services that helped me rebuild my life with confidence and dignity. Their commitment has made a meaningful difference in my journey toward independence and success.

THE EMPOWERING WOMEN FOR EMPLOYMENT (EWE)

Program delivered a comprehensive and impactful learning experience that supported participants in developing employment readiness skills and personal confidence through structured workshops, training sessions, and hands-on learning opportunities. A key strength of the EWE program was its emphasis on networking and community engagement. Advisory Committee meetings and networking sessions connected participants directly with employers and industry professionals. The program also focused heavily on career preparation through activities such as Speed Mentoring and Mock Interviews, which provided participants with practical experience and individualized feedback. Additional workshops on Resume and Cover Letter Writing, Business Communication, and Public Speaking equipped participants with essential professional skills. To further support workplace readiness, participants received Health and Safety Awareness training as well as CPR and First Aid certification.



Life skills and financial literacy were also integral components of the program. Sessions on financial security were delivered by TD Bank, while RentSmart workshops helped participants build financial stability and independence. Customer Service Training provided by St. Clair College further enhanced participants' employability skills. Participants also benefited from several industry tours to St. Clair College, WEtech Alliance, Cangro AgriFoods Inc., Asamaka Industries, and Unifor. Attendance at events such as Emerging Technologies in Automation and Mobility Transformation at CaesarsWindsor introduced participants to innovative and future-focused career pathways.

The program demonstrated strong outcomes during the 2025–2026 fiscal year. Of the 71 participants 60 participants accepted placements. All 71 participants completed the EWE program These results reflect the program's success in equipping newcomer women with the skills, knowledge, and confidence needed to pursue meaningful employment opportunities.

In support of ongoing professional development, staff attended the OCASI Professional Development Conference 2025 and received specialized training in the Windsor-Essex Multi-Agency Risk Assessment and Management (WEMARAM) framework, as well as the Risk Identification and Safety Assessment (RISA) tool. The RISA tool is specifically designed for service providers supporting marginalized populations, including newcomer, immigrant, and refugee women experiencing intimate partner violence. The training focused on validated risk identification practices and effective safety planning strategies. Staff also completed workplace Health and Safety training and attended the Anti-Human Trafficking Education Event hosted by VAWCCWE.

EWE success story

"When I first joined WEST as part of the EWE program, I was excited but unsure how to navigate a new country and workplace culture. The program provided guidance every step of the way, helping me build not just essential employability skills, but confidence, resilience, and the power of community. Following the program, I completed a five-week volunteer placement in the organisation, I gained hands-on experience working with clients, managing administrative tasks, and collaborating with a supportive team. Every challenge was a chance to learn, whether it was navigating difficult conversations or helping clients from diverse backgrounds feel heard."

THE EMPOWERED DIVERSE GROUP FOR EDUCATION AND EMPLOYMENT (EDGE)

Youth Leadership Project is designed to empower newcomer female youth ages 12–24 in Windsor-Essex. The program provides a supportive space for participants to build leadership skills, gain volunteer experience, improve employment readiness, and strengthen their settlement journey and understanding of the local community.

EDGE runs every Wednesday from 4:30 PM to 6:30 PM, in addition to programming offered during PD Days, March Break, and throughout the summer months. Over the past fiscal year, the program delivered 40 workshops and maintained strong participation, with an average attendance of approximately 20 participants per session.



During the year, EDGE successfully received three grants to support youth programming: Next Play, funded by Canadian Women & Sport; the ParticipACTION Community Challenge, funded by the Government of Canada and presented by Novo Nordisk; and Spotlight, funded by Canadian Women & Sport and the Government of Canada. WEST also partnered with the University of Windsor to provide additional opportunities for clients while funding was available.

The Next Play grant was implemented during July 2025, and the Spotlight program took place in January and February 2026. Through these initiatives, youth participated in activities such as swimming, volleyball, badminton, and basketball. These activities promoted physical health, teamwork, confidence, and positive engagement.

EDGE participants also enjoyed a busy summer filled with meaningful field trips and community experiences. They attended a Girls Summer Retreat at Malden Park, visited Willistead Manor, participated in a Youth Leadership and Career Day at the University of Windsor, attended a Diversity BBQ, explored Art Windsor-Essex through a Creative Careers and Gallery Tour, and visited Colchester Beach. Additional trips included Fort Malden National Historic Site and the Ojibway Nature Centre.

EDGE also partnered with the Unemployed Help Centre to deliver Youth Cooking Classes for clients. These hands-on sessions helped participants learn how to prepare simple, healthy meals while building kitchen confidence, independence, teamwork, and practical life skills. The program was delivered six times during the fiscal year, with each session running for six weeks.

EDGE Success Story

“Since joining the EDGE program, I’ve experienced significant personal growth and positive changes in many areas of my life. From the very beginning, EDGE gave me a sense of belonging and support. Participating in the sports program and swimming at the university last summer helped me build confidence, improve my physical health, and develop new friendships. The variety of field trips and activities allowed me to explore new places, learn through experience, and strengthen my communication and teamwork skills. Each part of the program has encouraged me to step out of my comfort zone and discover more about myself and my potential. I feel really proud of being part of EDGE program. I personally want to thank the WEST organization for providing amazing programs for youths especially newcomers. A special thanks to beautiful Ms. Faith for helping girls to come over and have fun at WEST as part of EDGE program.”

LANGUAGE AND SKILLS DEVELOPMENT PROGRAM

Language and Skills Development (LST) Program continued to provide high-quality English language instruction in Listening, Speaking, Reading, and Writing for learners from Literacy to CLB 4. Instruction was based on the Canadian Language Benchmarks (CLB), with lessons designed to support learners' daily settlement, communication, and life skills needs.

Classes were offered Monday to Friday in two daily sessions: Reading and Writing from 9:00 a.m. to 11:00 a.m., followed by Listening and Speaking from 11:15 a.m. to 1:00 p.m. A hybrid learning model was also available to support learners unable to attend in person due to childcare or family responsibilities.



Language instructors followed PBLA guidelines and used ongoing assessments, learner artifacts, and Progression Reports to monitor learner progress and identify strengths and areas requiring additional support. Modules delivered throughout the year included Education, Health, Shopping, Employment, and Discover Canada.

Learners reported increased confidence using English in their daily lives, particularly when communicating with schools, healthcare providers, and community services. Many demonstrated greater independence and stronger participation within the community. Monthly LST Assemblies provided opportunities for learners to share experiences, celebrate achievements, and recognize perfect attendance.

Throughout the year, learners participated in several networking events and community activities that supported language development and strengthened community connections. Learners attended the ICE Breaker Networking Event organized by the Chamber of Commerce, where they practiced English, connected with employers, and attended a Windsor Spitfires hockey game — a first-time experience for many participants. Learners also attended the W-E LEADS Health Networking Night, engaging with healthcare professionals and listening to guest speaker Jill Hooper present “The Art of Influence.” In addition, learners with perfect attendance attended the Athena Scholarship Fund Luncheon at the St. Clair College Centre for the Arts and were inspired by keynote speaker Danielle Campo McLeod, Paralympic gold medalist and leadership coach, whose presentation focused on resilience and leadership.

During this reporting period, attendance remained strong, classes were full, and overrun seats were utilized. Student participation increased significantly, and free vegetables were distributed to support learners facing increased grocery costs. Teachers continued to foster positive and supportive relationships with learners, contributing to an engaging and welcoming learning environment.

LST Success Story

“I came to Canada last year. I joined WEST school on June. I started Teacher Kamlinder class 2/3. Now I am Teacher Christen class 3/4. When I first come to Canada, everything was new for me. It was hard for me to understand English and talk to people. But now I understand much better. Now I can speak more confidence and I can book appointments by myself and talk to people without fear. Now I feel proud of my progress. Everyday I learning new things and improving. Thank you WEST school staff and teachers. ”

CARE FOR NEWCOMER CHILDREN

The CNC Centre is a fully licensed childcare centre designed to support families of clients enrolled in IRCC funded programs at WEST of Windsor Inc. The centre provides a safe, nurturing, and developmentally appropriate environment for children between the ages of 6 months – 5 years. The centre is comprised of three rooms including infant, toddler, and preschool; each staffed by qualified Registered Early Childhood Educators who deliver responsive, play based learning experiences tailored to the developmental needs of each group.

The program emphasizes social, emotional, cognitive, and physical development, thereby fostering a sense of belonging and cultural inclusion that reflects the diverse backgrounds of newcomer families.

WEST Child Care Centre is assessed by the Ministry of Education every year. We are proud to share that our childcare centre's license has been renewed for a two-year term, reflecting the Ministry of Education's satisfaction with the quality of care, programming, and operations within our centre. This achievement highlights our ongoing commitment to maintaining high standards in early childhood education.

Our centre is also registered with Lillio, formerly known as HiMama, which allows us to strengthen communication and partnership with families through daily updates, observations, photos, and documentation. At the heart of our program is the belief that every child is unique and deserves to be celebrated. Every child is a success story in him/herself as he/she grows socially, emotionally, cognitively, and physically throughout the year. Our educators work closely with families to support each child's individual learning journey and developmental milestones..

With the initiative of The City of Windsor, the Child Care Coordinator is facilitating a Communities of Practice Training Session for the CNC Staff once every week till the mid of June 2026, designed to bring staff together in a collaborative learning environment, where they will share experiences, reflect on challenges, and build practical knowledge that they can use on a daily basis. The sessions deal with ways to creating a safe and respectful space that encourages open dialogue, peer learning, and collective problem solving. After the sessions, the participants will get a clearer understanding of engaging in CoP, apply insights, and contribute to a culture of continuous learning and professional growth.

WEST CNC Centre proudly celebrate the diversity of our children and their families by recognizing and honouring the different cultures and traditions. From September through June, our centre engages children in meaningful learning experiences, special activities, and community celebrations that foster belonging and inclusion. Two of our most anticipated annual events are our Mother's Day Celebration in May and our Preschool Graduation Ceremony in June. These occasions provide opportunities for the mothers and caregivers to join in celebrating the children's accomplishments.



CNC Success Story

"My children absolutely love attending the Care for Newcomer Children program at WEST. When I first arrived in Canada, I was worried about how I would attend English classes while caring for my young children. The CNC staff made the transition so much easier. The staff are kind, patient, and welcoming. My children have improved their social skills and gained confidence interacting with other children. They are always excited to come to the program. Knowing that my children are in a safe and caring environment allows me to focus on my English. The program has helped our family feel more connected to the community and has made our settlement journey much less stressful. I am very grateful to the staff at WEST for the care, encouragement, and support they provide to both parents and children."

INTEGRATED EMPLOYMENT SERVICE

During the past fiscal year, clients received individualized employment support, career guidance, and direct connections to local employers to help them achieve sustainable employment outcomes.

Key highlights from the year include:

- 750 individuals accessed IES services and received personalized employment support and career assistance.
- 239 clients received Employment Related Financial Supports to assist with employment needs and workplace readiness expenses.
- 34 employers accessed financial incentives and supports to assist with recruitment, training, and work placement opportunities for WEST clients.
- IES facilitated 86 training with incentive placements to support skill development and employment opportunities for clients.
- Several employer hiring events were coordinated throughout the year, providing job seekers with opportunities to connect directly with employers, participate in interviews, and secure employment opportunities on the spot.
- IES staff participated in and hosted 63 outreach activities across the region to increase awareness of employment services, strengthen community partnerships, and improve access to supports and resources.
- Staff completed several specialized professional development trainings to strengthen service delivery and enhance support for clients with diverse employment needs. Team members also attended the Futures Conference and Connexus26 Conference to gain additional industry knowledge, share best practices, and stay informed on emerging employment service trends.
- Clients continued to benefit from career advancement and retraining opportunities through the Better Jobs Ontario program (BJO).

IES also celebrated two years of providing satellite employment services in Amherstburg through its partnership with Amherstburg Community Services. In addition, IES continued its successful partnership with the Town of LaSalle by operating the satellite office located within the LaSalle Civic Centre. These satellite locations have helped improve access to employment services for residents while strengthening connections between local employers and qualified job seekers.

These ongoing initiatives reflect WEST's continued commitment to workforce development, community engagement, and accessible employment services throughout the region.



IES Success Story

"In May 2025, Phebia attended a job fair where she discovered WEST. As a newcomer, she felt unsure about how to start her job search. She then joined WEST Integrated Employment Services and met with a Job Developer. With the support she received, she learned how to understand the Canadian job market, search for the right opportunities, and present her skills with confidence. Just over two weeks later, she secured a job as an Accounting Assistant at Tim Hortons. This opportunity helped her build confidence, gain financial stability, and feel more settled in Canada. Phebia's story shows how the right support can make a real difference. "

ELECTRICAL PRE-APPRENTICESHIP

The Electrical Pre-Apprenticeship Program for Women, funded in part by the Government of Canada and the Government of Ontario through the Pre-Apprenticeship Grant, aims to empower diverse women and break down barriers that limit their participation in the skilled trades by providing a pathway to employment.

Designed for women in Windsor-Essex with limited to no experience or formal education in the electrical sector, the program offers opportunities to develop essential skills for pursuing sustainable careers in the trades. Delivered in partnership with St. Clair College and UNIFOR Local 444, the program includes an 18-week in-class curriculum followed by a 12-week work placement.



Our fourth intake of 20 women occurred during the 2025-2026 fiscal year. Participants gained knowledge in electrical trades, the Red Seal designation process, and employment opportunities while learning how to become ambassadors for change. They also received wraparound supports such as bus passes or gas allowances, financial stipends, health care coverage, PPE, and work clothing to help remove barriers to success.

Of the 20 participants in intake 4, all 20 completed the in-class training and 12 completed a work experience placement. Intake 5 began on May 4, 2026.

EPA Success Story

“After making a major career shift at 28, I chose to step outside my comfort zone and begin my journey into the trades through W.E.S.T. I wasn't sure what to expect or how I would be treated, but those concerns quickly disappeared. Throughout my time in the pre-apprenticeship program at St. Clair College, I had the opportunity to meet great friends and amazing teachers. Everyone I crossed paths with was kind, welcoming, and supportive, creating an environment where learning felt safe and encouraged. Many of my classmates, including myself, were new to the trades, but the transition was made easy because the instructors were incredibly passionate about what they do and always willing to help—no matter how small or “silly” a question felt.

That same level of support continued into my placement, where every person I worked with was patient, helpful, and genuinely invested in my learning. I completed my placement at Automatic Entrance Systems (A.E.S.), where I gained hands-on experience wiring low-voltage systems and learning about integration. It was eye-opening to realize how much goes into making spaces accessible for our community. Through my experience with W.E.S.T., I discovered a new passion for the electrical trade and made lifelong connections in a field where I am proud to be a woman. I am truly grateful for all the guidance and encouragement I received along the way. I am confident that I will continue pursuing my electrical license, and I am excited to find an apprenticeship and see what the future holds.”

CNC/INDUSTRIAL MECHANIC MILLWRIGHT PRE-APPRENTICESHIP

CNC/Industrial Mechanic Millwright Pre-Apprenticeship Program, funded by the Government of Ontario through the Ministry of Children, Community and Social Services, is designed to equip low-income women with the training and skills needed to enter the skilled trades and increase female representation in the sector.

Delivered by WEST in partnership with St. Clair College and UNIFOR Local 444, the program targets women with little to no prior trades experience, supporting their transition into fields where women remain significantly underrepresented.



Since its launch, the program has assisted 280 women in accessing training and career pathways in CNC machining, millwright, tool and die/mold making, welding, and electrical trades, contributing to improved employment outcomes and enhanced quality of life.

Participants receive comprehensive wraparound supports, including transportation assistance, healthcare coverage, and personal protective equipment, to ensure they are fully prepared to begin their training at St. Clair College. In the most recent fiscal year, 18 of the 20 enrolled participants successfully completed the program, and 13 secured employment in roles such as Millwright Apprentice, General Machinist, Mold Maker, Maintenance Technician, CNC Machinist, and General Labourer.

CNC/ Industrial Mechanic Millwright Success Story

“WEST has supported me not only with employment services but also with my schooling. Going back to school for a career change was a big leap but that experience gave me confidence and direction into future. I wanted WEST to know that this work of theirs, bringing women from all walks of life into building something so significant in their lives is commendable. I also want to thank and appreciate how April has talked to me time to time and bring the positives out of me and empower me to keep going and keep on reaching out to her and West. It shows in her work she keep on showing up for women tirelessly throughout my schooling and employment search. I would recommend any woman looking to advance in her career to connect with WEST”

SUPPORTING MICRO-CREDENTIAL APPRENTICESHIP RETENTION TRAINING (SMART)

Funded through the Union Training and Innovation Program by the Government of Canada, the SMART Program supports female apprentices in the construction and manufacturing sectors as they work toward achieving Red Seal certification.

The program provides access to targeted micro-credential training and comprehensive wraparound supports that promote retention and career advancement in the skilled trades. By fostering an inclusive and supportive environment, SMART addresses systemic barriers that can limit women's participation and progression, while also helping participants strengthen their competitiveness in the labour market.



Delivered in collaboration with educational institutions, unions, and training providers, the program offers assistance with essential resources such as personal protective equipment (PPE), tools, books, and training materials.

To date, 144 participants have attended orientation sessions facilitated by the Intake Worker, 104 have completed individualized needs assessments with the Training and Development Liaison Officer, and 71 have successfully completed micro-credential training in areas such as Working at Heights, Forklift Operation, and Mechatronics.

In addition, 24 participants have accessed supports for essential items including welding helmets, prescription safety glasses, tools, safety boots, harnesses, coveralls, and other required equipment.

SMART SUCCESS STORY

"Hi my name is Alyssa and I would like to share a little of my experience of joining the Smart Program. I have found the program to be beneficial in enhancing my skills and convenient to my schedule. With working full time, going to school, and raising a family, the program is flexible enough to schedule training when I have free time. Since starting the program, I have completed several certifications. I feel with going through the program I'm more aware of safety in an industrial setting and at the same time upgrade my resume. If you are looking to further your career or all together change paths, the SMART program is the way to go."

SKILLS TRAINING IN AIR CONDITIONING, REFRIGERATION AND SHEET METAL PROGRAM FOR WOMEN (STARS)

The Skills Training in Air Conditioning, Refrigeration and Sheet Metal Program, is funded in part by the Government of Canada and the Government of Ontario. This program brings together partners from community, education, labour, and government to collaboratively develop the next generation of women in the skilled trades. It has demonstrated strong outcomes, with participants securing employment in the trades and progressing toward registered apprenticeship.



The first intake, consisting of 20 participants, took place during the 2025–2026 fiscal year. Delivered in partnership with UNIFOR Local 444 and St. Clair College, this program includes an 18 week in-class curriculum followed by a 12-week paid work placement. Participants gained foundational knowledge in HVAC and Sheet Metal trades, the Red Seal certification process, and potential career pathways.

Wraparound supports - including bus passes or gas allowances, financial stipends, health care coverage, personal protective equipment (PPE), and work clothing, were provided to help remove barriers to success.

Of the 20 participants of the first intake, 14 completed the in-class training, and 2 participants successfully completed a work experience placement. Intake 2 is scheduled to begin on May 4, 2026.

STARS SUCCESS STORY

“The STARS program has helped me build strong foundational HVAC skills while gaining hands-on experience that boosted my confidence to enter the skilled trades. Learning in an all-women environment was empowering—it created a supportive space where I felt comfortable asking questions, practicing skills, and growing without hesitation. The instruction and mentorship through STARS have reinforced my belief that I belong and can succeed in the trades.”

“The program was a lot of fun. I loved being able to connect with likeminded people, and gain the knowledge to help me succeed in the HVAC industry.”

INTERNATIONAL WOMEN'S DAY 2026

WEST has been dedicated to supporting women in Windsor-Essex for almost 40 years. We are immensely grateful for the generous support from our local businesses and community partners, whose contributions make our work possible.

On March 8th, 2026, WEST proudly hosted a sold-out International Women's Day celebration, welcoming over 500 guests from across Windsor-Essex. Centered around the theme Give to Gain, the event emphasized the power of collective investment in women, recognizing that when we intentionally give our time, resources, mentorship, and support, we create opportunities for women to thrive, lead, and succeed.

The evening reinforced that advancing gender equity is not passive, but requires active participation, shared responsibility, and a commitment from individuals, organizations, and communities to uplift and empower women in every space.

During the event, WEST recognized the outstanding participants and community partners through the Journey Towards Success awards.



These awards highlight the remarkable achievements and contributions of individuals and organizations dedicated to empowering women and advancing gender equality.

The funds raised at the gala will play a crucial role in sustaining WEST's programs and services, which are not fully funded by government grants. These resources will help us fill gaps in our existing programs.

Looking ahead, WEST is excited to announce that our next event is scheduled for Monday, March 8, 2027. We are thrilled to welcome our partners and community members to 'Save The Date' and join us for another inspiring celebration of women's empowerment.

Thank you once again to all our supporters for your unwavering commitment to WEST's mission. Together, we can continue to make a positive impact in the lives of women in our community.

GIVING TODAY. GAINING TOMORROW.

#GiveToGain

JOURNEY TOWARDS SUCCESS AWARDS 2026



Georgia Vary
Phenomenal Woman Award



Myrtle Donnipad
Town of Amherstburg
New Partnership Award



Margo Reilly
Visionary Award



Josie Hope
Influencer Award



Hajar Abelouah
Youth Community Leadership Award



UNIFOR Women in
Trades
Give to Gain Award



Earnest Immigration and Citizenship
Services Inc.
Daphne v. Clarke Trailblazer Award



UHC- Hub of
Opportunities
Perseverance Award



Mary Cifende Aganze
Diversity, Equity, & Inclusion Award



Melissa Munger
Sisterhood Award

THANKS TO OUR SPONSORS



Our SMALL GRANTS

LIBRO COMMUNITY GRANTS & IMPACT PARTNERSHIPS

2025-2026

Program: Empowering Women through Workforce Readiness and Skills Development.

WEST received funding from Libro Credit Union to support employment and skills development programming for marginalized women and youth across the Windsor-Essex region.

This funding helped restore and expand access to essential certification and training opportunities that strengthened participants' employability and job readiness. Through accredited training in Customer Service and Business Communication, participants in the Young Women in Leadership, Employment and Development (LEAD) program gained valuable, employer-recognized skills.

The investment supported young women aged 15–29, including newcomers and racialized participants facing barriers to employment. By reducing financial barriers to training, the program improved job readiness, enhanced employment outcomes, and supported long-term economic independence.

With this support, WEST continued to strengthen its holistic employment model and deliver high-quality, skills-based programming focused on workforce readiness and sustainable employment outcomes. Libro Credit Union's contribution helped bridge funding gaps and better equip marginalized youth for success in the labour market, contributing to a more inclusive and resilient local economy.

Our SMALL GRANTS

RBC COMMUNITY INVESTMENT GRANT

2025-2026

Program: Inclusive Support Initiatives: Youth.

With the support of Royal Bank of Canada (RBC), WEST implemented enhanced wraparound supports for youth in the Empowered Diverse Group for Education and Employment (EDGE) program.

This funding strengthened youth engagement by helping to address key barriers affecting participation and program success. Support was used to provide transportation assistance for youth facing financial challenges, ensuring improved access to programming. It also supported refreshments during sessions, entrance fees for industry tours and programming materials contributing to a welcoming and inclusive learning environment that enhanced participant engagement.

RBC volunteers supported WEST youth programs as guest speakers, providing participants with valuable professional insights and practical financial literacy tips. These sessions helped youth build confidence, strengthen their financial knowledge, and expand their professional networks.

Overall, the partnership with Royal Bank of Canada enhanced the accessibility, quality, and impact of WEST youth programs by reducing barriers to participation and strengthening community and employer engagement.

Our SMALL GRANTS

EDGE Youth Sports Program Grants

2025-2026

During the 2025–2026 fiscal year, the EDGE Youth Program successfully participated in three sport-focused grant initiatives that supported the delivery and expansion of inclusive recreational programming for newcomer youth. With funding support from Novo Nordisk, Canadian Women & Sport, and the Government of Canada, these initiatives strengthened access to organized sports while addressing key barriers such as cost, transportation, confidence, and culturally responsive programming.

ParticipACTION Community Challenge (June 2025)

In June 2025, WEST partnered with Lancer Recreation through the ParticipACTION Community Challenge. Through this initiative, youth were engaged in accessible, low-barrier recreational activities that encouraged movement, teamwork, and community connection. The programming emphasized inclusive participation and helped introduce youth to a variety of sports in a welcoming, non-competitive environment. This partnership also strengthened community collaboration and encouraged youth to view physical activity as a sustainable part of their wellbeing.

Next Play Grant (July–August 2025)

From July through August 2025, WEST was awarded the Next Play Grant, which supported programming specifically designed to improve engagement and retention of girls and gender-diverse youth in active recreation. This initiative included structured programming in volleyball, basketball, soccer, badminton, and swimming. Women-only swimming sessions were introduced to create safer and more comfortable spaces for participation, helping reduce barriers linked to cultural norms and personal comfort.

Spotlight Grant (January–March 2026)

In January 2026, WEST received the Spotlight Grant, which further expanded opportunities for youth participation in sports including volleyball, basketball, soccer, badminton, and swimming. This funding strengthened program continuity during the winter months, ensuring sustained engagement in physical activity beyond the summer season. Programming focused on maintaining youth involvement through structured recreation, skill-building opportunities, and peer connection, while continuing to prioritize inclusive and supportive environments.

Impact Summary

Collectively, these three grant initiatives supported over 40 newcomer youth in participating in consistent, meaningful sports programming throughout the year. In addition to sport-specific skill development, the program contributed to improved social connections, confidence building, and community engagement. Funding was also used to remove key participation barriers. Bus tickets were provided to improve transportation access, and nutritious snacks were offered to support youth wellbeing and engagement during programming sessions. These supports were critical in ensuring equitable access, particularly for participants facing financial or logistical challenges.

Our MEMBERSHIPS & COMMITTEES

MEMBERSHIP/COMMITTEES	STAFF
Windsor-Essex Regional Chamber of Commerce	Rose Anguiano Hurst
Arbor	Rose Anguiano Hurst
YMCA - Gender Based Violence Committee	Anabella Hatami
World Refugee Day Committee	Anabella Hatami
Orientation Advisory Committee	Anabella Hatami
WELIP Council	Anabella Hatami
DiverCity BBQ Committee	Anabella Hatami
NFF Campaign	Anabella Hatami
EWE Advisory Committee	Gloria Ledi, Maha Majdalawi
SPICE Committee	Anabella Hatami
Child and Youth Planning Committee	Naheed Ahedmed Salman
Care for Newcomer Children Advisory Committee	Naheed Ahedmed Salman
IRCC Community of Practice	Anabella Hatami & Rose Anguiano Hurst
Youth Relationship Violence Prevention Committee	Faith Enemaku
OCASI Western Region	Anabella Hatami & Juan Wang
Windsor Cares for Youth	Anabella Hatami
OCASI Peer Champion IRCNFF Campaign	Anabella Hatami
Reseau en Immigration Francophone du Centre Sud-Quest de l'Ontario (RIFCSO)	Samar Khayat
Community of Language Partnersip Committee	Juan Wang
FirstWork	Corina Jancev
WREN Employment Service Provider Advisory Committee (ESPAC)	Corina Jancev
WREN Community Advisory Board (CAB)	Corina Jancev
WREN IT Committee	Sara Ashour
WREN Job Developers Table	IES STAFF
Windsor Essex Employment Group (WEEG)	Ankita Sroa
Matthew House Windsor Board	Lindiwe Sithole
CCWESTT Member of the Board of Directors	Stephanie Allen
CCWESTT Membership	WIST
CAMM	WIST
CAF	WIST
LEAD Employer Advisory Committee	Jasmine Captan, Seita Sadoo-Thomas, Aarti Jaiswal
Association of Fundraising Professionals Canada South Chapter	Jasmine Captan, Seita Sadoo-Thomas
WEAVA	Jasmine Captan, Seita Sadoo-Thomas
Joint Health and Safety Committee	Alejandro Vega, Samar Khayat, Juan Wang, Fasiha Bashir, Safa Al-Noor, Nasma Kassem, Tajana Ristic, and Akaylah Morrison

WEST PROGRAMS ARE FUNDED

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