

THE / SHIFT



Women's Enterprise
Skills Training
of Windsor Inc.

NEWSLETTER

LEADERS IN POSITIONING WOMEN FOR SUCCESS

SUMMER 2021



Welcome to WEST Inc.'s first edition of "The Shift". 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 works 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.



International Women's Day

Virtual Gala 2021

Choose to Challenge #ChooseToChallenge

Thank you everyone who attended our first Virtual International Women's Day Gala on Monday March 8th, 2021. The event was great success and WEST's appreciates the continued support from the Windsor-Essex community!

A SPECIAL THANK YOU TO THIS YEAR'S IWD 2021 SPONSORS!



On March 8th, 2021 WEST Inc. celebrated International Women's Day with its first Virtual Gala with over 200 guests in attendance. This year's IWD 2021 Gala welcomed Patricia France, President, St. Clair College of Applied Arts and Technology as the keynote speaker. The theme for 2021 was #ChooseToChallenge "A challenged world is an alert world and, from challenge comes change." The year 2020 has reminded us the importance in challenging the status quo along with,

the vital role that we can play through our voices and actions. In spite of the pandemic, Community Leaders of all ages from Windsor-Essex contributed to WEST's #ChooseToChallenge Campaign to remind us that it takes everyone to make change happen.

Looking forward to celebrating International Women's Day 2022 with the Windsor-Essex community!

ANNUAL GENERAL MEETING (AGM)

On June 23rd, 2021 WEST Inc. held its Annual General Meeting that brought together board members,

staff and community partners to highlight WEST Inc. accomplishments throughout the 2020-2021 fiscal year.

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

The Settlement Services offered through WEST provides newcomers and immigrants support to aid them with their specific settlement needs. Through participating in the various workshops offered, participants are able to meet new people and connect with the Windsor-Essex community.

Program Eligibility Requirements: Newcomer Women (Permanent Residents and Convention Refugees). Services Available at WEST: One-on-one information and support counselling, Employment support, Initial needs assessment, Workshops, Referrals to community services and Interpretation. This program is funded by Immigration, Refugees and Citizenship Canada (IRCC).

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. Program starts July 26, 2021. This program is funded by the Government of Canada.

LANGUAGE SKILLS TRAINING

Since the pandemic began, WEST has been offering online language instruction for levels Literacy to CLB (Canadian Language Benchmark) 5/6 classes. Classes focus on integrating the students' needs into the

daily lessons, which has been proven to increase their confidence with daily interactions and improve English skills. This program is funded by Immigration Refugees and Citizenship Canada.



7 Exercises to Relieve Eye Strain



Mindful Breathing: Progressive Muscle Relaxation

#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)

On May 26th, 2021, SEAT hosted its 2nd Virtual Social Impact Exhibition. During the exhibition, the youth highlighted their projects and prototypes to the public, which included:

- Utilizing Robots to tackle Windsor's pothole problem
- Showcasing Women in STEAM and their contributions
- An introduction to ClimateCrash App, designed to increase the awareness of climate change.
- A special project titled "Tentssy". A tent created to provide the homeless in Windsor-Essex with a warm place to stay during the winter.

Thank you to the guest speakers and mentors who supported the youth on the above mentioned projects:

- Lorraine Steele and Susan McLeod partners of Sho Art, Spirit & Performance Studio
- Brian Hendel President of Splice Digital Inc.
- Rukshini Ponniah-Goulin, Director of Development at the Downtown Mission of Windsor
- Lan Sun, Senior Supplier Operations Engineer at Stellantis Automotive Company in Michigan.

WEST welcomed Keynote Speaker Christy Arseneau, Director, Canadian Forest Service, Natural Resources Canada / Government of Canada to the event.

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)

8-weeks of full time in-class training, followed by a 10-week work placement.

To find out more about the program and if you are eligible contact anabella@westofwindsor.com

LEAD graduates testimonials

“From the moment I got back into the Country and joined the LEAD Program to graduating and entering the workforce, the WEST family has guided me and has always been there for me. My counsellor has been with me every step of the way and I am so happy with where I have been placed. Thank you once again WEST”

“Through my placement I had the chance to sit in on a meeting regarding grant-writing, something I wanted to learn about as I plan to open my own non-

profit organization in the future. Among the most valuable parts of my job was that I was learning from the youth and my coworkers as much as I was teaching. Some youth behave inappropriately or say insensitive comments so it is my job to teach them what they did was wrong and how their jokes or comments can hurt people. Some youth have never met a visible ethnic or religious minority like myself so they would ask me questions and we would have very lively conversations. I am eternally grateful for the opportunity WEST’s LEAD program has provided for me and the amazing WEST staff who go above and beyond to help empower young women like myself.”

This program is funded by the Federal Government.

SKILLS + TRAINING + NETWORKING = A CAREER WIN!

EMPLOYMENT SERVICE

Looking for help with your job search?

- The Employment Service staff work with job seekers to help them find employment.
- Client customized support to meet the needs of the individual.
- Learn more about the labour market and the steps you need take to achieve your career goals.
- Services are available at no cost

Note: all workshops are currently offered virtually

This program is funded by the Government of Ontario.

Provided through Resource & Information (R & I) various workshops are offered to help individuals gain with their job search, such as;

- Resumes and Cover Letter Writing
- Getting Ready for Work
- Accessing the Hidden Job Market
- How to Win an Interview
- Employment Laws & Regulations

WOMEN IN SKILLED TRADES (WIST)

The CNC/Industrial Mechanic Millwright Pre-Apprenticeship Program gives women without prior knowledge in the skilled trades the opportunity to learn about the sector and gain hands-on experience in the trades. In partnership with St. Clair College and UNIFOR Local 444, within the past seven years the program has helped 150 women with entry into the Skilled Trades.

The WIST program runs 32-weeks and for more information about program eligibility and the in-class training contact sergio@westofwindsor.com.

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

INTRODUCTION TO CONSTRUCTION AND CRAFT TRADES FOR WOMEN

This short-term training program offers participants a basic knowledge and exposure into apprenticeship training in the areas of Construction, Craft Worker and Cement (Concrete) Finisher Trades. In partnership with Labourers' International Union of North America (LIUNA 625), the training includes 8-weeks of in-class training and a 10-week placement.

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

If you are laid off, or unemployed and wanting to develop new skills to find employment in high-demand occupations in Ontario. Second Career is a cost-sharing grant that provides up to \$28,000 to cover the costs for tuition, books, manuals, or other instructional costs, transportation, basic living allowance, and childcare. This program is funded by the Government of Ontario.

COMPUTER TRAINING

WEST offers Basic Computers, Microsoft Word, and Microsoft Excel training.

Students will learn:

- Computer basics, terminology, hardware & software, operating systems, file management, typing, manipulating text and paragraphs, formatting documents, using tables, working with illustrations and references, formatting worksheets, organizing, importing and exporting data, using formulas, professionally editing spreadsheets and working remotely.

Microsoft certification option is also available for Word and Excel classes.



EMPLOYER HUB

Job Matching, Placement and Incentives: Our team of skilled Job Developers and Industry Placement Specialists can help in screening the right candidates for your business. They can also help you in reducing the cost of training new employees through paid placements with incentives.

Paid placement can range from 6 weeks to 8 weeks, depending on the complexity of the training.

Apprenticeship: Apprenticeship is another way of developing your labour force. Apprentices benefit from in-class training and earn a salary while learning a skilled trade, along with industry recognised accreditation.

Employers who hire, sponsor, register and train an apprentice can benefit from receiving a \$2,000 Apprenticeship Employer signing/retention Bonus. Canada Ontario Job Grant (COJG): provides direct financial support to employers

who wish to purchase training for their workforce development. Employers are able to invest in their workforce, with financial support from the provincial and federal governments.

Employers who wish to apply for the grant, can select the individuals and training to meet their workforce development needs.

This grant is delivered through cost-sharing agreements between individual employers and government. Employer contribution requirements may vary depending on the size of the business. Funding for training can be up to \$10,000 to \$15,000 per trainee, eligibility criteria applies. 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

The Centre welcomes children ages 6 months to 5 years and is a licensed day care. Our aim is to offer quality childcare for children, whose parents are newcomers to Canada. Qualified RECE staff provide a welcoming, warm and safe environment for children that in turn helps to build their sense of belonging and well-being.

WEST Child Care staff are encouraged to support maintaining students' home culture and language while also balancing the importance of developing new skills and culture. Our program and philosophy creates an environment that enables the child to enhance their creativity and sensory skills. This program is funded by Immigration Refugees and Citizenship Canada.

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](#)

COMING SUMMER 2021

1. Why Not Her, Too?

WEST's first digital storytelling social media campaign #Whynother? which reached over 16,000 people through social media platforms, revealed how powerful shifts that help remove gender barriers can and do happen in our community.

WEST will launch a new storytelling series "Why Not Her, Too?" about the lived experiences of newcomers and women from racialized communities along with, our partners and allies who have an active interest in elevating a more diverse leadership. The series will include digital media posts, a social media campaign and real conversations with people pushing to create diverse workplaces.

Episode 1: Women with a Vision

The story of how a group of female visionaries created an organization that would be a model for gender equality and diversity for more than three decades, while creating a space where newcomer women and women from racialized communities would find employment, leadership opportunities and vibrant networks. The episode will feature Carol Libby, Donna Moro, Martha Reavley, Evelyn Myrie, Sheila Barker, Dan Allen and Rose Anguiano Hurst.

Episode 2: Lessons Towards Leadership

A discussion with women leaders about what could happen if community leadership better represented those who live and work in our communities. As well as,

share with us how their successes, failures can teach us about developing better strategies for future success.

2. Lunch & Learn

WEST will be hosting a series of Lunch & Learns for participants to engage in dialogue on enrich their workplaces through inclusion and diversity. Stay tuned for more information. Visit our:

 [#WHYNOTHER, #WHYNOTHERTOO](#)

The Fund for Gender Equality is supported by a collaboration between Community Foundations of Canada and the Equality Fund, with support from the Government of Canada with support from the Windsor Essex Community Foundation.

The Stay Well, Work Well Women's Circle program is being funded through a Safer +Strong Grant from the Canadian Women's Foundation program as part of the Safer + Stronger Grants Program to support organizations' ability to help address, prevent and reduce gender-based violence and deal with an influx of people seeking support due to an increase in gender-based violence in the COVID -19 pandemic. The program will enable 100 people with a special focus on including racialized and indigenous women, along with LGBTQ2+I participants, are especially invited be part of this series of virtual 4 week programs running from July to November of 2021 and can apply on the WEST program website." Find more information here:

 [STAY WELL, WORK WELL](#)

COMMUNITY FEATURE

Since 2020, Windsor YNCU (Your Neighbourhood Credit Union) staff, Danielle Lebrun, Manager of Member Services, and Jessica Monteith, Assistant Manager of Member Services, have led the financial literacy component of the Young Women in Leadership, Education and Development (LEAD) program. Danielle and Jessica have facilitated session on basic

banking knowledge, budgeting, debt, loan and credit management and investing, along with access to resources to aid them in achieving financial success.

"Danielle and Jessica are the dynamic duo who made a significant contribution to the LEAD program in the area of Financial Literacy through the Each One Teach One program and YNCU. With the help of the Financial

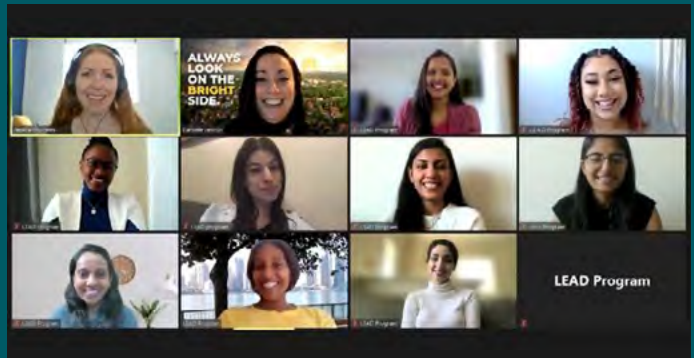
Literacy training, a newcomer woman in the LEAD program was able to open her own bank account. It's a great opportunity to be able to offer this training to program participants as there is a need for ongoing learning on personal finance."

Danait Asgedom, LEAD Program Facilitator

"This is a great example of our community working together to help young Women in Windsor advance and reach their goals. The LEAD program depends on the specific knowledge and expertise of employers and community partners who not only have the ability

to motivate the young women but also share their knowledge on current developments in various fields."

Anabella Hatami, LEAD Program Coordinator



COFFEE BREAK!

How many words can you make with 7 letters? Each word must include the letter "N".

New York Times Spelling Bee

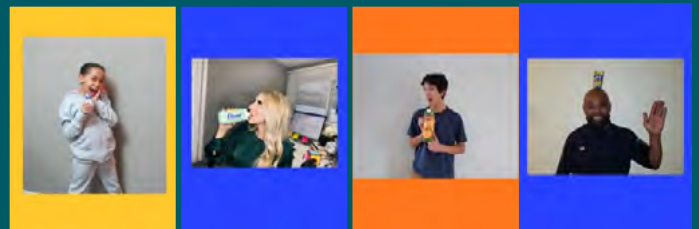


STAY TUNED!

What is JuiceBox Chat?

Everyone has a voice and is it important for us to listen and learn from each other, no matter our age. JuiceBox Chat brings young voices together with community leaders to share with us their thoughts, insights and advice on what we each can do challenge the status quo to create a gender-balanced world.

#ChooseToChallenge



Contact WEST

Address
201-647 Ouellette Ave.
Windsor, ON N9A 4J4



Tel: 519-256-6621
www.westofwindsor.com

OUR PROGRAMS ARE FUNDED BY

