

July 30, 2026

**Women in Aerospace Canada (WIA)
Hiring Committee**

Re: Recommendation for Jodie Lucas

Dear Members of the Hiring Committee,

It is my pleasure to provide this letter of recommendation in support of Jodie Lucas for the Grant Writer position with Women in Aerospace Canada.

Having previously served on the WIA Planning Committee since inception and on the Board of Directors for WIA from 2013 to 2020, I understand both the organization's mission and the importance of securing strong, strategic funding to support programs that advance leadership, professional development, and equitable participation within Canada's aerospace sector. It is from that perspective that I can confidently say Jodie would be an exceptional asset to your organization.

I have had the opportunity to know and work with Jodie through workforce development and funding initiatives, and I have consistently been impressed by her unique combination of strategic thinking, funding expertise, and genuine commitment to creating opportunities for others. While many professionals can write grant applications, Jodie brings a much broader skill set. She understands how to build initiatives from the ground up, align them with funding priorities, engage stakeholders, and develop compelling cases for investment that resonate with funders.

What distinguishes Jodie is her ability to see the bigger picture. She does not approach funding as a transactional exercise. Instead, she works collaboratively with organizations to understand their goals, identify opportunities for growth, and develop practical strategies that support long-term success. Her proposals are thoughtful, well researched, and grounded in a clear understanding of outcomes and impact.

Throughout her career, Jodie has demonstrated an exceptional ability to secure funding for workforce development, apprenticeship, skills training, and inclusion-focused initiatives. Her record of securing more than \$122 million in government funding speaks to her technical expertise, but what stands out even more is her ability to translate complex ideas into compelling narratives that inspire confidence among funders, partners, and decision-makers.

Equally important is Jodie's approach to collaboration. She builds strong relationships with stakeholders, listens carefully, and creates an environment where people feel heard and valued. Whether working with executive leaders, government representatives, industry

partners, community organizations, or subject matter experts, she brings professionalism, integrity, and a sincere commitment to achieving shared goals.

Given WIA's focus on advancing opportunities for women and underrepresented groups, I believe Jodie's experience is particularly relevant. Much of her work has involved developing and securing funding for initiatives that remove barriers, strengthen participation, support leadership development, and create more inclusive pathways into employment and career advancement. She understands the challenges, the opportunities, and the importance of designing programs that create meaningful and measurable outcomes. We collaborate together to support the Indigenous Skills, Employment, Apprenticeship and Development (ISEAD) organization.

Beyond her professional accomplishments, Jodie is simply someone people enjoy working with. She is approachable, thoughtful, highly organized, and deeply committed to helping organizations succeed. She brings both strategic insight and practical problem-solving to every project, making her a trusted advisor and valued partner.

I have no hesitation in recommending Jodie Lucas to Women in Aerospace Canada. I am confident that she would make a significant contribution to your organization and help advance your efforts to secure funding, strengthen programming, and expand impact across Canada.

Please feel free to contact me should you require any additional information.

Sincerely,



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