



IUOE 955 APPRENTICESHIP AND EDUCATION

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Operating Engineers Local 955 Apprenticeship and Education
17603 114 Avenue
Edmonton, AB T5S 2R9

Date: April 15, 2026

To Whom It May Concern,

Re: Letter of Reference for Jodie Lucas, Strategic Initiatives

I am pleased to provide this letter of recommendation for Jodie Lucas and Strategic Initiatives. Through our work with Operating Engineers Local 955, we have had the opportunity to see Jodie's ability to design training initiatives that are both strategic and highly effective. Her work demonstrates a strong understanding of industry needs, apprenticeship systems, and the importance of aligning workforce development with economic opportunities and long-term sector growth.

Jodie brings a unique combination of strategic insight and operational execution. She is able to take complex, multi-layered priorities and translate them into structured, actionable plans that deliver real results. Her work is consistently grounded in practical application, ensuring that strategies are not only well-developed, but achievable and aligned with industry realities.

She has demonstrated a strong ability to work collaboratively across sectors, including unions, employers, training providers, and community organizations. Her approach is solutions-focused, organized, and responsive, making her highly effective in environments that require coordination across multiple stakeholders and competing priorities.

Jodie also brings a clear understanding of how workforce development connects to broader economic development objectives. Her ability to align training, employment pathways, and economic opportunities positions her work to deliver meaningful and lasting impact.

I would not hesitate to recommend Jodie Lucas and Strategic Initiatives for this project. Any organization engaging her services can expect professionalism, strong leadership, and results-driven delivery at a high level.

Sincerely,
Declan Regan
Executive Director Apprenticeship and Education
Operating Engineers Local 955

