



April 14, 2026

To Whom It May Concern,

Re: Letter of Reference for Jodie Lucas, Strategic Initiatives

I am pleased to provide this letter of reference for Jodie Lucas and Strategic Initiatives.

Through our work with Indigenous Skills, Employment, Apprenticeship, and Development (ISEAD), Jodie has demonstrated a strong understanding of workforce development systems, funding frameworks, and the critical connection between economic development and employment outcomes. Her work reflects a deep knowledge of federal programming, including ISETP, and the requirements necessary to design initiatives that are both fundable and impactful.

Jodie brings a strategic and highly practical approach to her work. She is skilled at aligning program design with funding opportunities while ensuring that initiatives remain grounded in community priorities and deliver measurable, meaningful results. Her ability to bridge strategy and implementation is a key strength.

She is professional, responsive, and highly capable of managing complex projects involving multiple stakeholders. Her work consistently reflects a high level of organization, accountability, and attention to detail.

I would confidently recommend Jodie Lucas and Strategic Initiatives for this engagement and for any work requiring strong alignment between economic development, workforce strategy, and funding frameworks.

Sincerely,

Valerie Vanderwyk
Executive Director

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