

Lessons Learned – needs discovered very similar to why Women Building Futures chooses the cream of the crop.

Sending the women into the trades pre-app/foundation courses without a strong basis is a lesson they should have learned long ago, and it seems that the corporate memory got lost during the Harris years.,

Need deeper assessment of the programs and determine the needs and levels

Math is one of the most difficult. Need math support program through full program

Difficulty putting them directly into mechanics, even women only, with only a 5 day prep

Exploratory program needed where they really learn personal and professional work related requirement i.e child care; showing up for work at correct time every day, math prep, (all the things they would have gotten in the WITT program).

OWD giving out money without clear interactions regarding what is needed and what changes are assessed based on the experience in the programs

Instructors: Gender lens assessments

Met with each instructor, tips and resources, some areas that women need more help

Instructor quit 2 weeks into training when he found they were women only

Sat down with boss and told he there were particular skills needed for the role and he did a better job interviewing for the right candidate. Recruitment and selection of instructors needed improvement. We saw a difference.

Instructors do need to provide the same level of training, and not dumb down, but figure out a way to provide the additional skills to get them to the level they need to be at.

2nd or third intake saw improvement

No performance evaluation

We need to have an organizational goal with a vision that all are embracing. I don't believe that was the case. We are at the cusp of changing the culture but there was no way of assessing the good and the bad, except to tell them not to come back.

Need evaluation pieces

At U of Windsor – working in the business portfolio, may get engineering, Build the dream got the go ahead. Get it trademarked and take it on the road. Mgr supportive of identity outside the University. Having a meeting with Ontario Youth Apprenticeship coordinators across province. They are interested in the Build the Dream event.

The Dream Team – Truck pull (one that carries other trucks) all woman crew and raised \$1500. Raised a great deal of positive buzz, and will do more Rosie the Riveter.