MISSION : To provide guided education and training pathways, towards inclusive employment opportunities respectful of culture VISION : Skilled Indigenous workforce



ORGANIZATIONAL CULTURE: Clan Type - emphasizing concensus and commonality

CLIENT FOCUSED	Increase success with education, training and employment	⊲>	Develop best practices, engagement and remove barriers	Create demand-driven initiatives, including trades training
To maximize client-centred programs and services	Develop marketing to attract, recruit, retain and meet holistic needs of clients with supports	<>	Utilize social media and other tools and perform client- based needs assessments	Engage with Band Offices and provide wrap around supports to build confidence and identity
	Improve communication through technology and outreach	<>	Participate in First Nation Pow Wows & Career Fairs	Engage in First Nation community meetings
ORGANIZATIONAL CAPACITY To have an effective human resource and program resource, meeting the needs of clients as an effective regional contributor to employment, career development and quality of life.	Enhance operational structure and IT systems	<>	Explore operational efficiencies with staff	Continue phased development of Organizations Management & Database Integration
	Provide effective governance	<>	Enhance staff team building related activities, including managing burnout	Manage system and process review on an annual basis
	Deliver a clearer brand based on Anishnabe values and client based reputation	<>	Utilize traditional and digital resources	Create a human resource plan, including succession planning
PARTNERSHIPS To have a robust relationship with those who can promote and support AETS in its mandate. (Increased successful relationships and service delivery)	Increase partnership relationships with First Nation Communities	× >	Identify and respond effectively to needs of communities	Maximize learning supports in land base, culture and Anishinabe-mowin
	Develop outreach programs and services with employers	<>	Provide inclusion continuum services to help employers provide inclusive workplaces	Integrate applicable TRC calls to action into policy and procedures
	Identify new revenue streams and/or funding model opportunities	<>	Explore Employment Ontario transformation and band services	Create a master plan / funding from agencies or band services like facilitation/space/payroll
RESULTS DRIVEN To have results driven performance measures engrained in systems/procedures, that match own success criteria and funders.	Improve collaboration with First Nation communities		Promote strategic plan and an annual report	Identify success metrics
	Outreach to other ISET Agreement Holders	•	Develop collaborative pathways to success for Job Seeker and Employer	Meet at least annually with Provincial and Regional ISET Agreement Holders
	Refine programs and services to ensure those in poverty are assisted		Monitor and report on success for those who were below poverty line	Identify and adopt program and service adjustment as required