

2023-2024



**AETS**

**Anishinabek Employment  
and Training Services**

# Annual Report

Annual General Meeting (AGM) Host Community:





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# Anishinabek Employment & Training Services

## **Vision**

Skilled Indigenous workforce

## **Mission**

To provide guided education and training pathways, towards inclusive employment opportunities respectful of culture.

## **Cultural Principles**

Anishinabek Employment and Training Services (AETS) recognizes and supports the strong cultural and traditional beliefs of the community, which is reflected in the organizations programs and services. Anishinabek knowledge and values play a relevant role in the community, which is why AETS has adopted several principles which reflect the community's history and culture.

Respect is given to each of the AETS First Nation member communities, and is inclusive of each respective traditional practice.



# Communities Served



Animbiigoo Zaagi'igan Anishinaabek  
(Lake Nipigon Ojibway)



Biigtigong Nishnaabeg (Pic River)



Biinjitiwaabik Zaaging Anishinaabek  
(Rocky Bay First Nation)



Bingwi Neyaashi Anishinaabek  
(Sand Point First Nation)



Kiashke Zaaging Anishinaabek  
(Gull Bay First Nation)



Michipicoten First Nation



Netmizaaggamig Nishnaabeg  
(Pic Mobert First Nation)



Pays Plat First Nation



**RED ROCK  
INDIAN BAND**  
Strength. Tradition. Empowerment.

Red Rock Indian Band

# Strategic Plan 2021 - 2026

## Client Focused

Maximize client centred programs and services

## Results Driven

Have results driven performance measures engrained in AETS systems and procedure that match own success criteria and funders.

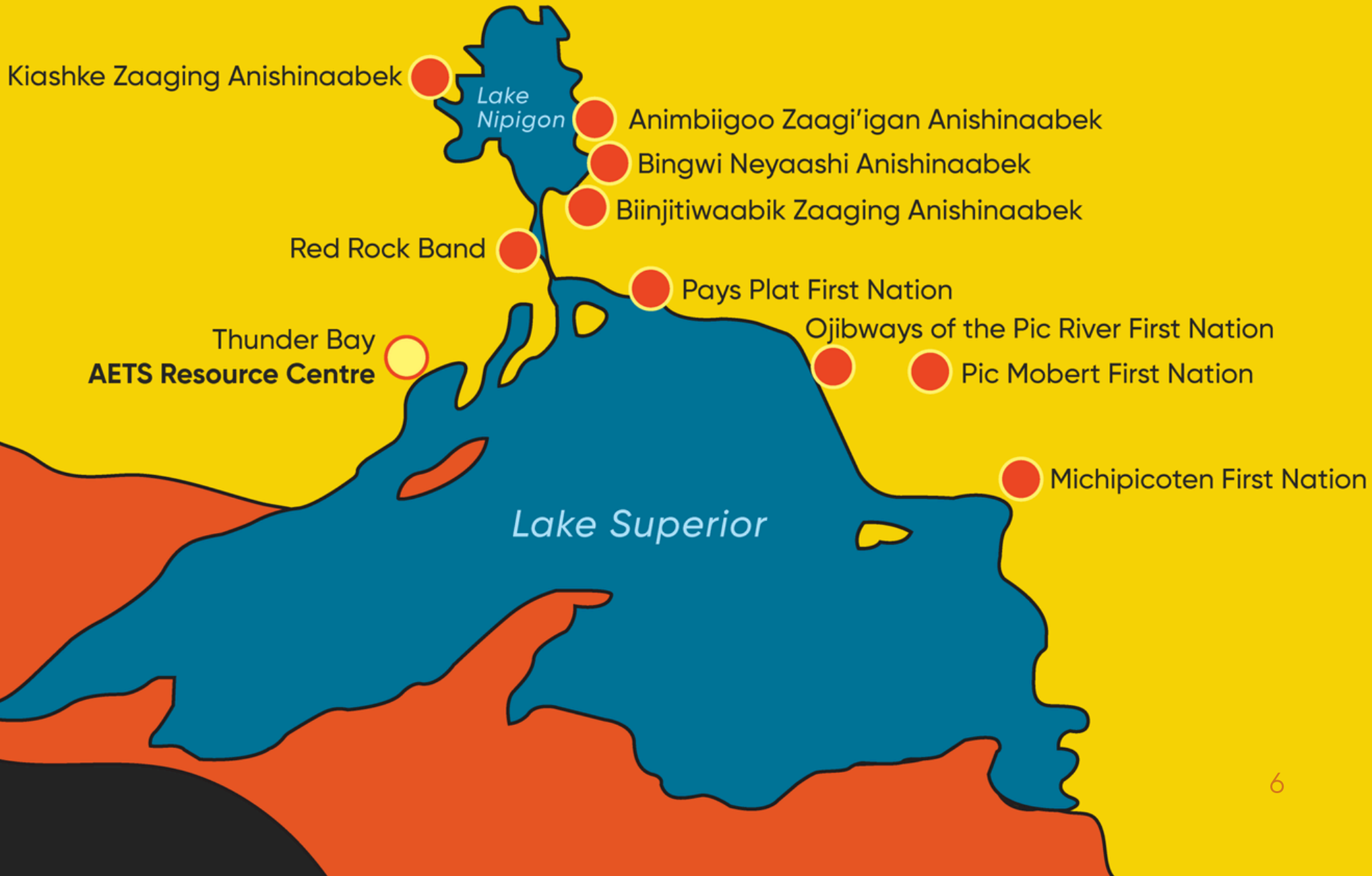
## Organizational Capacity

An effective human resource and program resource to meet needs of clients, and be an effective regional contributor to employment, career development and quality of life.

## Partnership

To have a robust relationship with those who can promote and support AETS in its mandate.

# Communities - Service Map



# Board of Directors

The continued dedication and commitment of the AETS Board of Directors and Staff, was instrumental in creating a successful environment and service solutions during the past year.

Animbiigoo Zaagi'igan Anishinaabek – **Joe Donio**

Biigtigong Nishnaabeg – **Sharon Ostberg (President)**

Biinjitiwaabik Zaaging Anishinaabek – **Michael Esquega Jr.**

Bingwi Neyaashi Anishinaabek – **Jordan Hatton (Vice President)**

Kiashke Zaaging Anishinaabek – **Hugh King (Secretary/Treasurer)**

Michipicoten First Nation – **Christine Lewis**

Netmizaaggamig Nishnaabeg – **Donna Sutherland**

Pays Plat First Nation – **Real Bouchard**

Red Rock Indian Band – **Jolene Cote**



# Staff

**AETS Executive Director**

John DeGiacomo

**Operations Manager**

Kathleen Maletta

**Administrative Assistant**

Katelyn Twance

**Systems Officer**

Stephen Hui

**PATP Intake Assessment  
Officer**

Rod Wigwas

**PATP Liaison Officer**

Emily McCauley

**Finance Manager**

Cheryl Bailey

**Finance Officer**

Judy Currie

**Finance Intern**

Rachel Saxberg

**PATP Project Coordinator**

Jordan Rousselle

**High School Teacher**

Adrienne Vandahl

**Program Administrator,  
Continuing Education**

Zola Costa

**Age Well At Home Project Coordinator**

Amanda Sawatzky

**Age Well At Home Program Assistant**

Lorraine Keough

**ISET Program Coordinator**

Nancy Bouchard

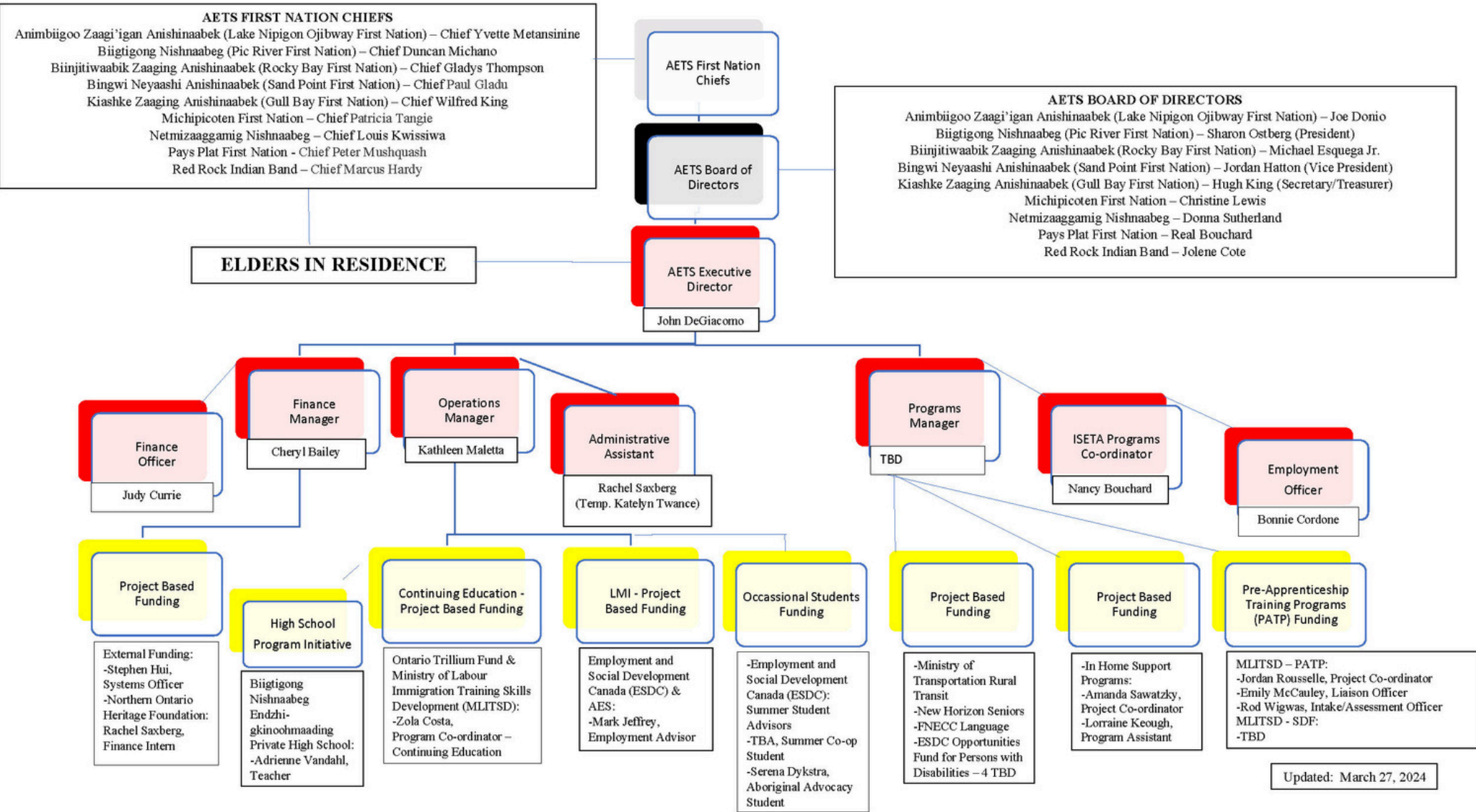
**ISET Employment Officer**

Bonnie Cordone

**LMI Employment Advisor**

Mark Jeffrey

# Organization Chart



# Programs and Services

## Non-ISET externally funded programs including:

- Carpentry Level 1 and Drywall
- Carpentry Level 1 and Welding/Plumbing
- Cell Phone Path to Employment Pilot Project
- Continuing Education
- Driver Training
- Elder Computer Literacy Program
- Transportation Field Assistant Program
- Internet Connectivity Loan Program
- Labour Market Information (LMI) and Skills Inventory Survey - On & Off Reserve
- Laptop Loan Program
- Mining Essentials Training Program

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## ISET Client Based Programs

- Course Purchase Allowances
- Disability Supports
- Employment Maintenance/Upskill
- Employment Start-Up
- Feepayor
- Mobility Assistance
- Pre-Employment Supports
- Relocation/Moving Expenses
- Self-Employment Benefits
- Wage Subsidy

## ISET Project Based Programs

- Delivery Assistance
- Disability Supports
- Group Course Purchase & Allowances
- Job Creation Partnership
- Job Development
- Project-Based Training
- Workplace Based Training
- Wage Subsidy
- Self-Employment Benefit

# Programs and Services (Continued)

The previous referenced programs engaged trainees in a holistic approach to service co-ordination that also included as required:

- Ontario Secondary School Diploma (OSSD) or academic upgrading
- Cultural programming and co-ordination
- On-going support and case management with our own tailored made SQL server Superior database system
- Customized action plans that could include apprenticeships, post-secondary education and/or meaningful employment pathways

In addition to the listed programs, the Ontario Trillium Fund (OTF) Systems Innovation program is allowing for related past research and upcoming training activities under the project titled "An Education Systems Evolution: Improving High School Graduation Rates & Future Employment Outcomes for Anishinabe Youth in Northwestern Ontario."

# Human Resources

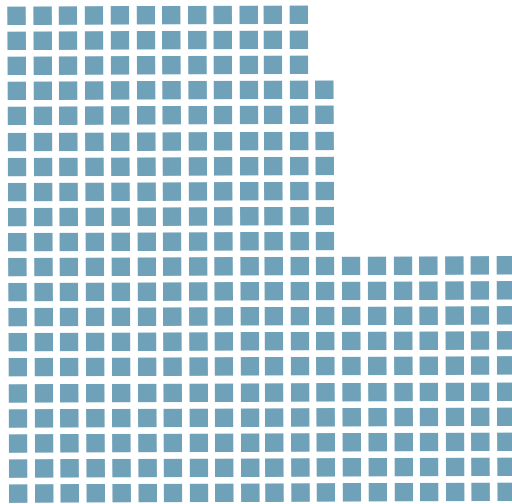
Over the past year, we have had the opportunity to expand staffing due to the addition of external funded programs. Successfully, we have recruited for the following positions:

- Administrative Assistant (temporary replacement)
- PATP Liaison Officer (replacement)
- PATP Intake Assistant (replacement)
- PATP Program Coordinator – Mining Essentials
- IT Co-op Student (from Confederation College)
- Aboriginal Advocacy Co-op Student (from Confederation College)
- Program Administrator – Continuing Education (replacement)
- Finance Intern (replacement)
- Project Coordinator - LMI
- Community Coordinator – Wellness Initiative
- Employment Officer – Wellness Initiative
- Coordinator – Age Well In Home
- Assistant –Age Well In Home
- Programs Manager
- Summer Student

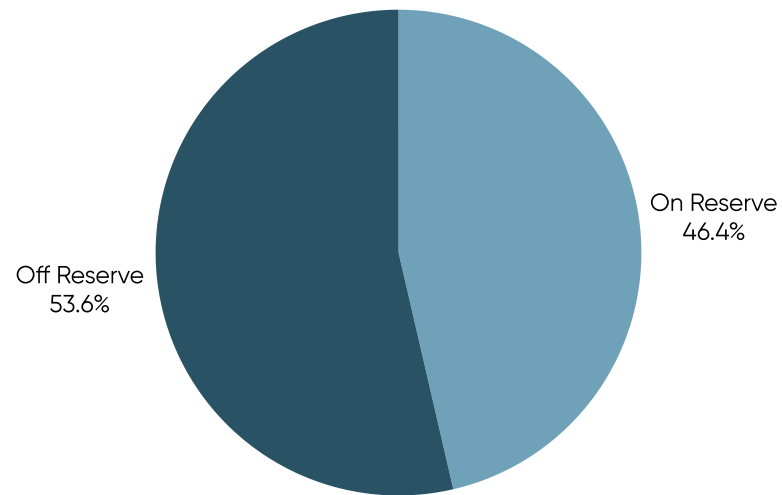
# Overview of Funding Sources ISET

For the Period of April 1, 2023 to March 31, 2024

327 Participants

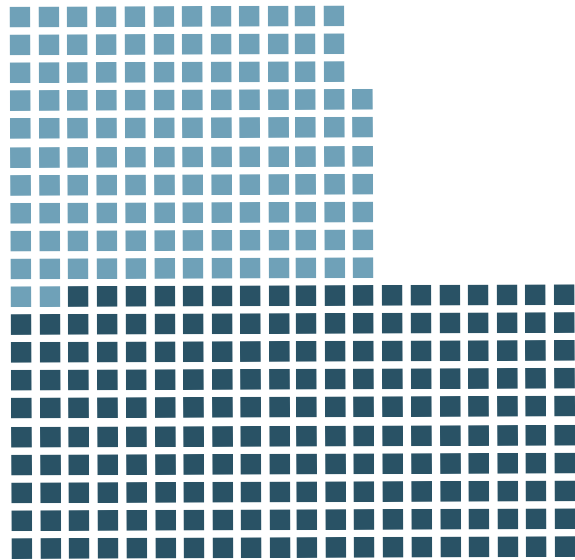


Percentage Invested Off Reserve Vs. On Reserve.



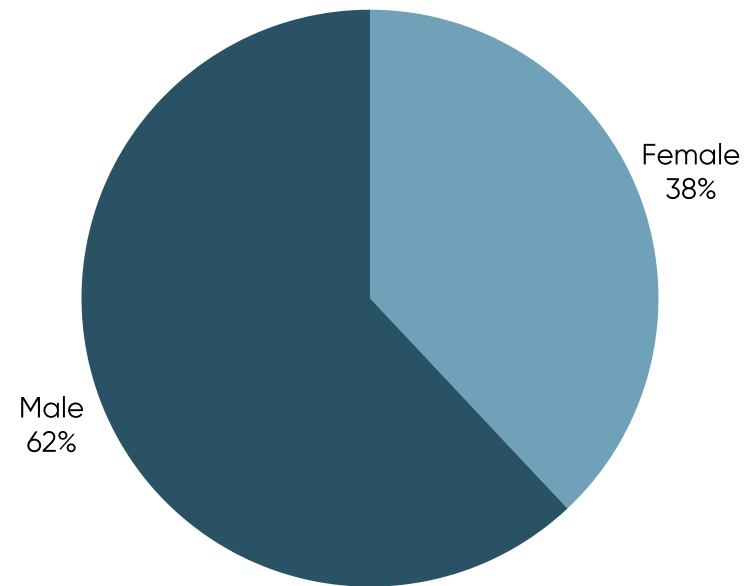
This year a total of \$1,317,368 was invested into 327 participants from the nine First Nations communities, of which \$610,988 was spent on reserve and \$706,380 was spent off reserve.

### On Reserve vs. Off Reserve Participants



The average cost per participant was \$4,029. Of the 327 participants funded, 129 were on reserve clients and 198 off reserve.

### Gender of Participants



The ratio of male and female participating clients assessing funded interventions for the year were 62% male, (202), and 38% female (125), and .0% unspecified (0).

Consolidated Revenue Funds (CRF) dollars that were expended in the fiscal year by investments into participating clients was \$971,777. Participating clients qualifying under the Employment Insurance (EI) criteria benefited from an investment of \$345,594 in various programs.

**From the 327 participating clients, most gained work experience and employment with an overall success rate of 80%, through the funding of the following programs:**

- **Course Purchase**
- **Employment Maintenance/Up-skilling**
- **Employment Start-up**
- **Pre-Employment Supports**
- **Feepayor**
- **Group Course Purchase**
- **Job Development**
- **PBT (Summer Students)**
- **Self-Employment Benefits**
- **Mobility/Relocation**
- **Wage Subsidies**

A total of 1169 were “walk-in” clients, the numbers have been rising steadily since the Covid-19 Pandemic. These clients have access to our 8 computers dedicated to client use, i.e: resume writing, job search, photocopying, fax machine, telephone, and a physical and online job board that lists jobs from every employment sector. They also have access to the ISET Employment Officer and Program Coordinator if needed.

Our resource center is visited regularly by all First Nations communities, Metis, non-status, and non-indigenous individuals. Most of the “walk-in” clients that visit Anishinabek Employment and Training Services are non-affiliated, representing 58%. Walk-ins from our nine First Nations communities represents 42%.

# Partnerships & Development Activities

While this is not an exhaustive list for the 23/24 fiscal year, some of our continuous partnerships include:

- Catalyste+
- Chamber Anti-Racism & Inclusion Committee
- Impala
- Independent Living Centre
- Indigenous Connections
- Kagita Mikam
- Kam & Associates
- Lakehead University's "Humanities 101"
- Maamaawisiwin Education Research Centre
- Matawa Education
- MiHR
- Northern College
- North Superior Workforce Planning Board
- Ogoki Learning
- Ontario Ministry of Transportation
- Ontario Power Generation
- Ontario Provincial Police
- PARO
- Quinty's
- TBT Engineering
- Thunder Bay Indigenous Friendship Centre
- UBC Millwright Union



# Major Events

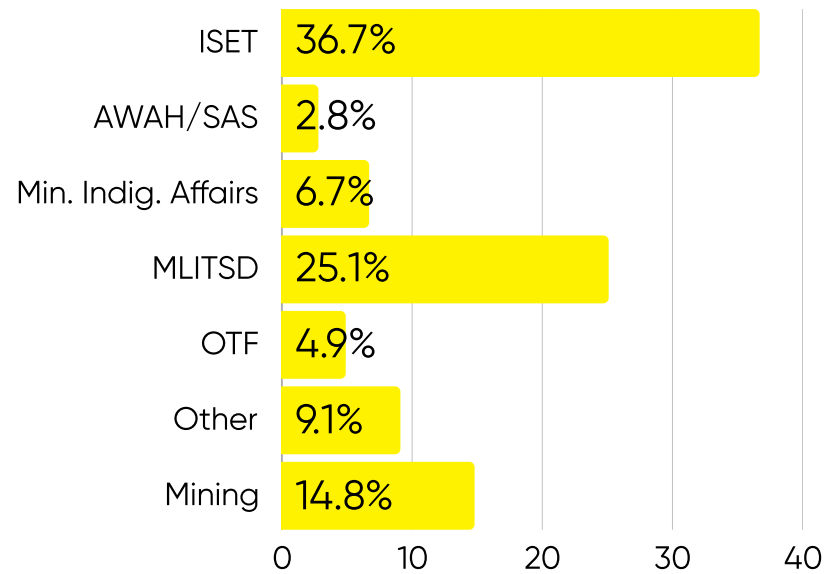
- AETS Annual General Meeting in Biigtigong Nishnaabeg – August 23, 2023
- Strategizing for Systems Change Focus Group – November 14-15, 2023
- AETS Graduation – December 13, 2023
- Systems Innovation – Education Sharing Circles – January 25-26, 2024
- Financial Literacy for Elders – March 19, 2024
- AETS Business Planning – March 27, 2024



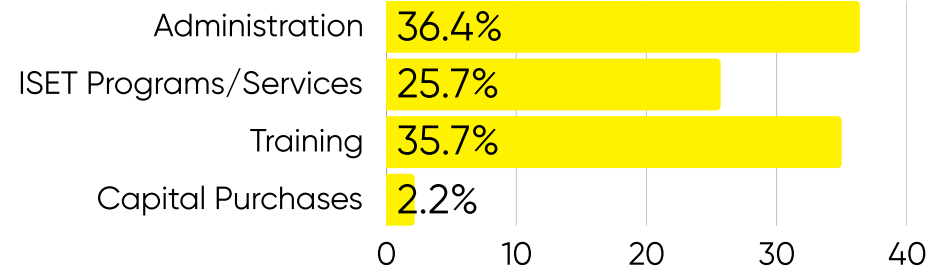
# Revenues and Expenditures

By Category

**Total Revenues – 100%**



**Expenditures**



Revenue over years



# AETS

Anishinabek Employment  
and Training Services

Your path. Our ways



[x.com/AETS\\_Thunderbay](https://x.com/AETS_Thunderbay)



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[www.aets.org](https://www.aets.org)

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