

2024-2025



AETS

Anishinabek Employment
and Training Services

Annual Report

Annual General Meeting (AGM) Host Community:



**RED ROCK
INDIAN BAND**

Strength. Tradition. Empowerment.



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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.

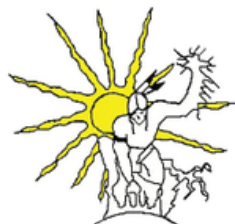
Respect is given to each of the AETS First Nation member communities, and is inclusive of each respective traditional practice.



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



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INDIAN BAND**
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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 – **Lorrie Wynne**

Pays Plat First Nation – **Real Bouchard**

Red Rock Indian Band – **Jolene Cote**



Staff

AETS Executive Director

John DeGiacomo

Administrative Assistant

Katelyn Twance

Systems Officer

Stephen Hui

ISET Program Coordinator

Nancy Bouchard

ISET Employment Officer

Bonnie Cordone

ISET Program Coordinator in Training

Rachel Saxberg

LMI Project Officer

Mark Jeffrey

Finance Manager

Cheryl Bailey

Finance Officer

Judy Currie

PATP Project Coordinator

Jordan Rousselle

PATP Project Assistant

Rod Wigwas

High School Teacher

Daniel Beals

Program Administrator, Continuing Education

Daniel Beals

Operations Manager

Amber Legarde

Age Well At Home Program Coordinator

Lorraine Keough

Age Well At Home Program Assistant

Elaine Legarde

Wellness Opportunitites Project Coordinator

Amanda Sawatzky

Job Development Officer

Emily McCauley

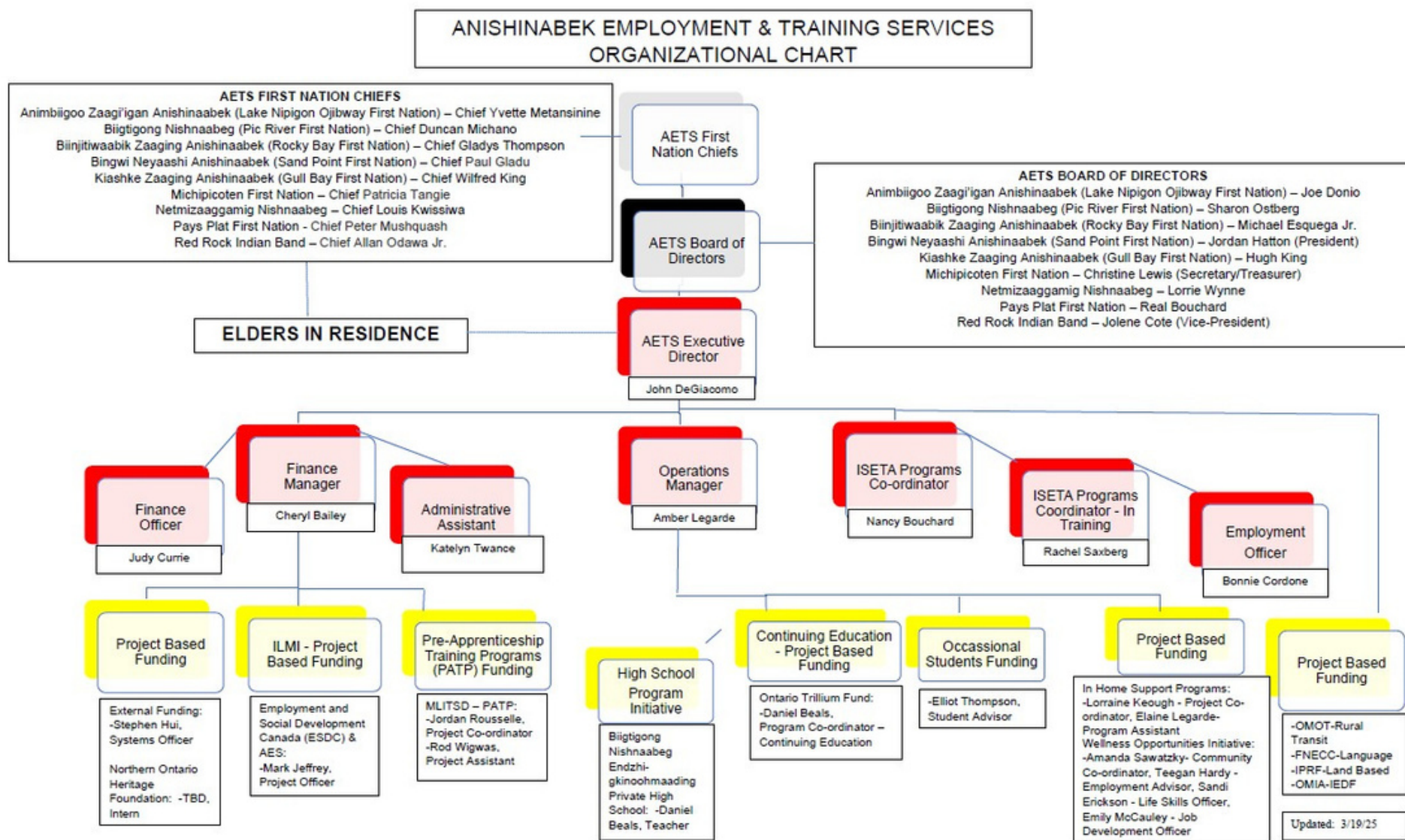
Life Skills Officer

Sandi Erickson

Employment Advisor

Teegan Hardy

Organization Chart



Programs and Services

Non-ISET externally funded programs including:

- Age Well at Home
- Aggregate Training
- Cell Phone Path to Employment Pilot Project
- Continuing Education
- Construction Craft worker/Cement Finisher Level 1
- Driver Training
- Elder Financial Abuse Prevention & Be Safe Online Workshop
- Internet Connectivity Loan Program
- Labour Market Information (LMI) and Skills Inventory Survey - On & Off Reserve
- Laptop Loan Program
- Wellness Opportunities Fund

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, the organization has had the opportunity to expand staffing capacity through the addition of externally funded programs. The following positions have been successfully recruited:

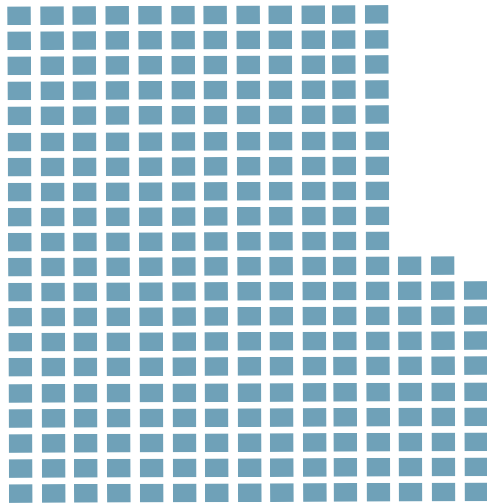
- 4 Student Placements
- Administrative Assistant
- Assistant – Age Well In Home
- Community Coordinator – Wellness Initiative
- Coordinator – Age Well In Home
- Employment Officer – Wellness Initiative
- Operations Manager
- PATP Intake Assistant (Replacement)
- PATP Liaison Officer (Replacement)
- Project Coordinator – LMI
- Student Advisor
- Systems Officer



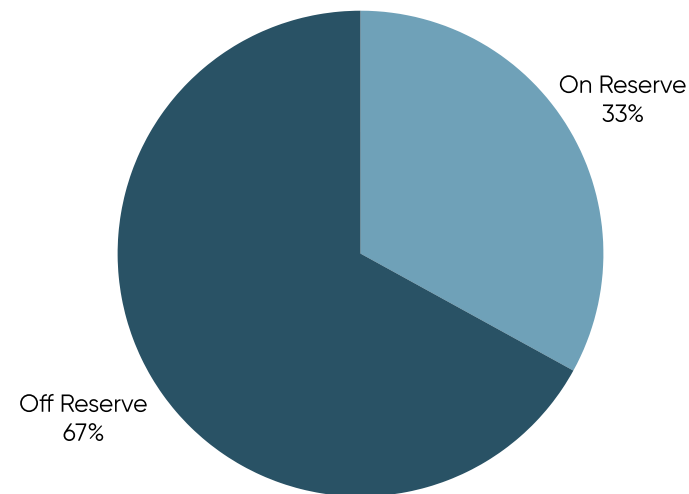
Overview of Funding Sources ISET

For the Period of April 1, 2024 to March 31, 2025

269 Participants

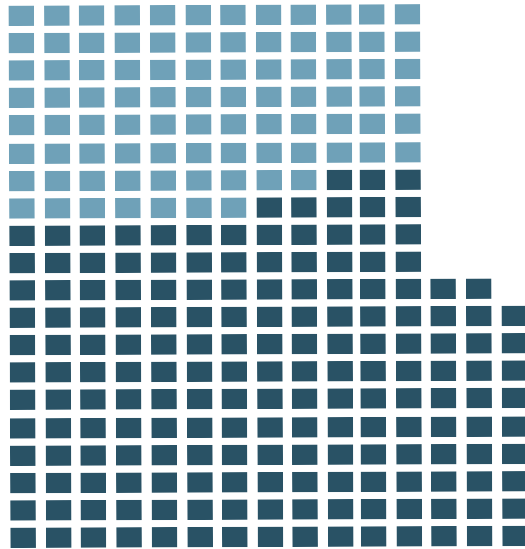


Percentage Invested Off Reserve Vs. On Reserve.



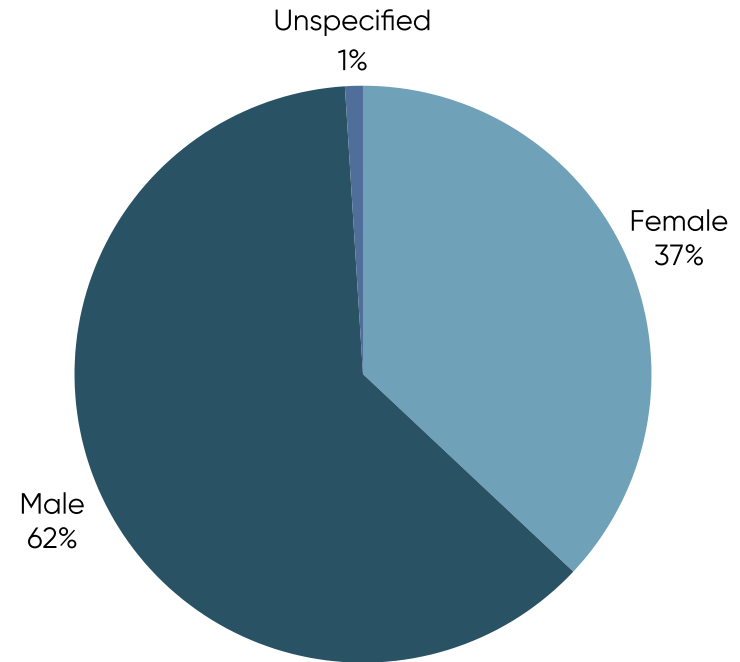
This year a total of \$869,535 was invested into 269 participants from the nine First Nations communities, of which \$343,557 was spent on reserve and \$525,978 was spent off reserve.

On Reserve vs. Off Reserve Participants



The average cost per participant was \$3,085. Of the 269 participants funded, 88 were on reserve clients and 181 off reserve.

Gender of Participants



The ratio of male and female participating clients assessing funded interventions for the year were 62% male, (167), and 37% female (101), and .5% unspecified (1).

Consolidated Revenue Funds (CRF) dollars that were expended in the fiscal year by investments into participating clients was \$523,941. Participating clients qualifying under the Employment Insurance (EI) criteria benefited from an investment of \$345,594 in various programs.

From the 269 participating clients, most gained work experience and employment with an overall success rate of 78%, through the funding of the following programs:

- **Course Purchase**
- **Employment Maintenance/Upskilling**
- **Employment Start-up**
- **Pre-Employment Supports**
- **Group Course Purchase**
- **Workplace Based Training**
- **Job Development**
- **PBT (Summer Students)**
- **Self-Employment Benefits**
- **Mobility/Relocation**
- **Wage Subsidies**

A total of 1336 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 from our nine First Nations representing 55%. Walk-ins from non-affiliated represents 45%.

Partnerships & Development Activities

While this is not an exhaustive list for the 24/25 fiscal year, some of our continuous partnerships include:

- Confederation College
- Dilico Child and Family Services
- Impala
- Independent Living Centre
- Indigenous Connections
- Kagita Mikam
- Kam & Associates
- Lakehead University's "Humanities 101"
- Matawa Education
- Metis Nation of Ontario
- MiHR
- Northern College
- Northwest Employment Works
- North Superior Workforce Planning Board
- Ogoki Learning
- Ontario Ministry of Transportation
- Ontario Power Generation
- Ontario Correctional Centre
- Outland's Ontario Youth Employment Program
- PARO
- Quinty's
- TBT Engineering
- Thunder Bay Indigenous Friendship Centre
- UBC Millwright Union
- YES Employment



Major Events

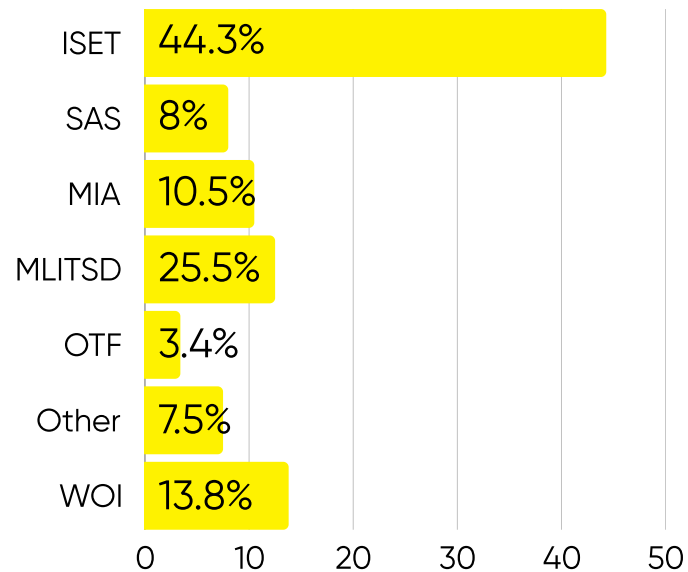
- Systems Innovation – Gathering Perspectives – April 20, 21, 2024
- Systems Innovation – Industry Partners Meeting – July 4, 2024
- AETS Annual General Meeting in Michipicoten First Nation – August 21, 2024
- AETS Graduation – December 4, 2024
- AETS Cultural Awareness Training – February 27, 2025
- AETS Business Planning – March 20, 2025
- AETS Elders Conference – March 25-26, 2025



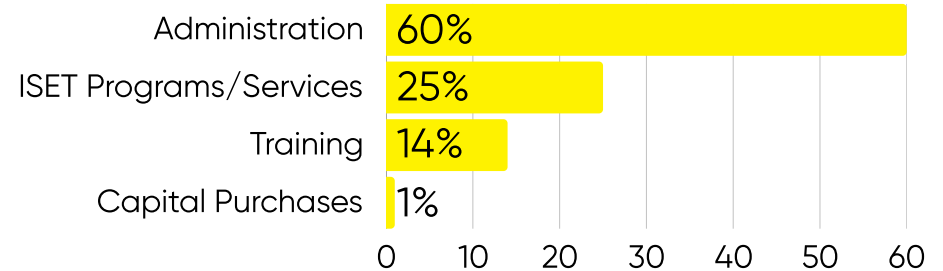
Revenues and Expenditures

By Category

Total Revenues – 100%



Expenditures



Revenue over years



AETS

**Anishinabek Employment
and Training Services**

Your path. Our ways



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youtube.com/channel/UC3vJ4_9g9Xsu33PrvCg4LPg

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