



Annual Report 25-26

Host Community
Animbiigoo Zaagi'igan
Anishinaabek



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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



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

Strategic Plan 2021 – 2026

Client Focused

- a. Enhanced education, training, and employment programs.
- b. Develop effective marketing strategies.
- c. Enhance communication through technology.

Results Driven

- a. Strengthen collaborations with existing First Nation Communities.
- b. Strengthen collaboration with other ISET Agreement Holders.
- c. Refine programs and services to ensure necessary supports.

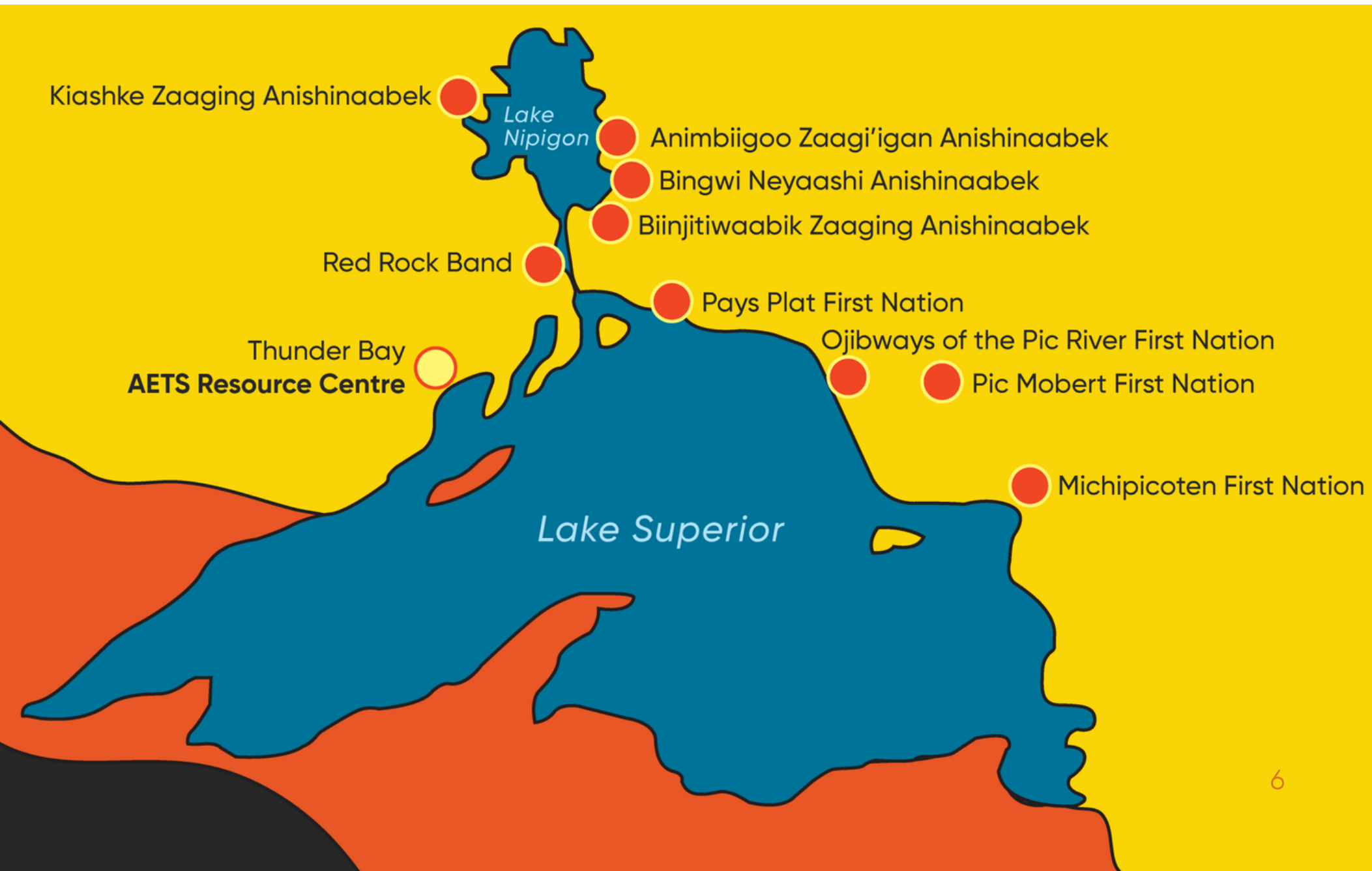
Organizational Capacity

- a. Optimize operational structures and IT systems.
- b. Strengthen governance and operational management.
- c. Establish a clear and recognizable brand rooted in Anishinabe values.

Partnership

- a. Strengthen partnerships with First Nation Communities to enhance services.
- b. Develop outreach programs and services with employers.
- c. Identify new revenue streams and funding model opportunities.

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.

Bingwi Neyaashi Anishinaabek – **Jordan Hatton (President)**
Red Rock Indian Band – **Jolene Cote (Vice President)**
Pays Plat First Nation – **Vanessa Bouchard (Secretary/Treasurer)**
Animbiigoo Zaagi'igan Anishinaabek – **Joe Donio**
Biigtigong Nishnaabeg – **Janice Kelly**
Biinjitiwaabik Zaaging Anishinaabek – **Michael Esquega Jr.**
Kiashke Zaaging Anishinaabek – **Hugh King**
Michipicoten First Nation – **James St.Germain**
Netmizaaggamig Nishnaabeg – **Lorrie Wynne**



Staff



AETS Executive Director

John DeGiacomo

Finance Manager

Cheryl Bailey

Operations Manager

Amber Legarde

Systems Officer

Brandan Millard

Finance Officer

Jessie Scott

Administrative Assistant

Cheryl Kwissiwa

ISSET Program Coordinator

Rachel Saxberg

PATP Project Coordinator

Jordan Rousselle

High School Teacher

Daniel Beals

ISSET Employment Officer

Bonnie Cordone

PATP Project Assistant

Rod Wigwas

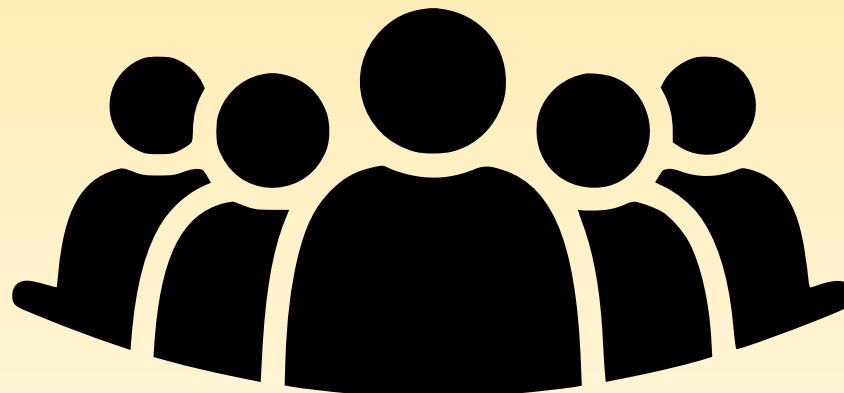
Program Administrator,

Continuing Education

Daniel Beals

LMI Project Officer

Teegan Hardy



Staff cont...

Round Table

Tyler Gingras

Round Table-Finance

Kim Gamache

IESD Coordinator

Rick Baranuik

Age Well At Home

Program Coordinator

Lorraine Keough

Age Well At Home

Program Assistant

Tristin McFall

Wellness Opportunities

Project Coordinator

Melanie Thompson

Job Development Officer

Kallie Milani

Life Skills Officer

Sunset Achneepineskum

Employment Advisor

Bev Hunsberger

Student Advisor

Elliot Thompson

Co-Op Placement Student

Jason Legarde

Co-Op Placement Student

Richard Maxwell

Summer Student

Grace Fitzpatrick

Summer Student

Bryce Joaquim

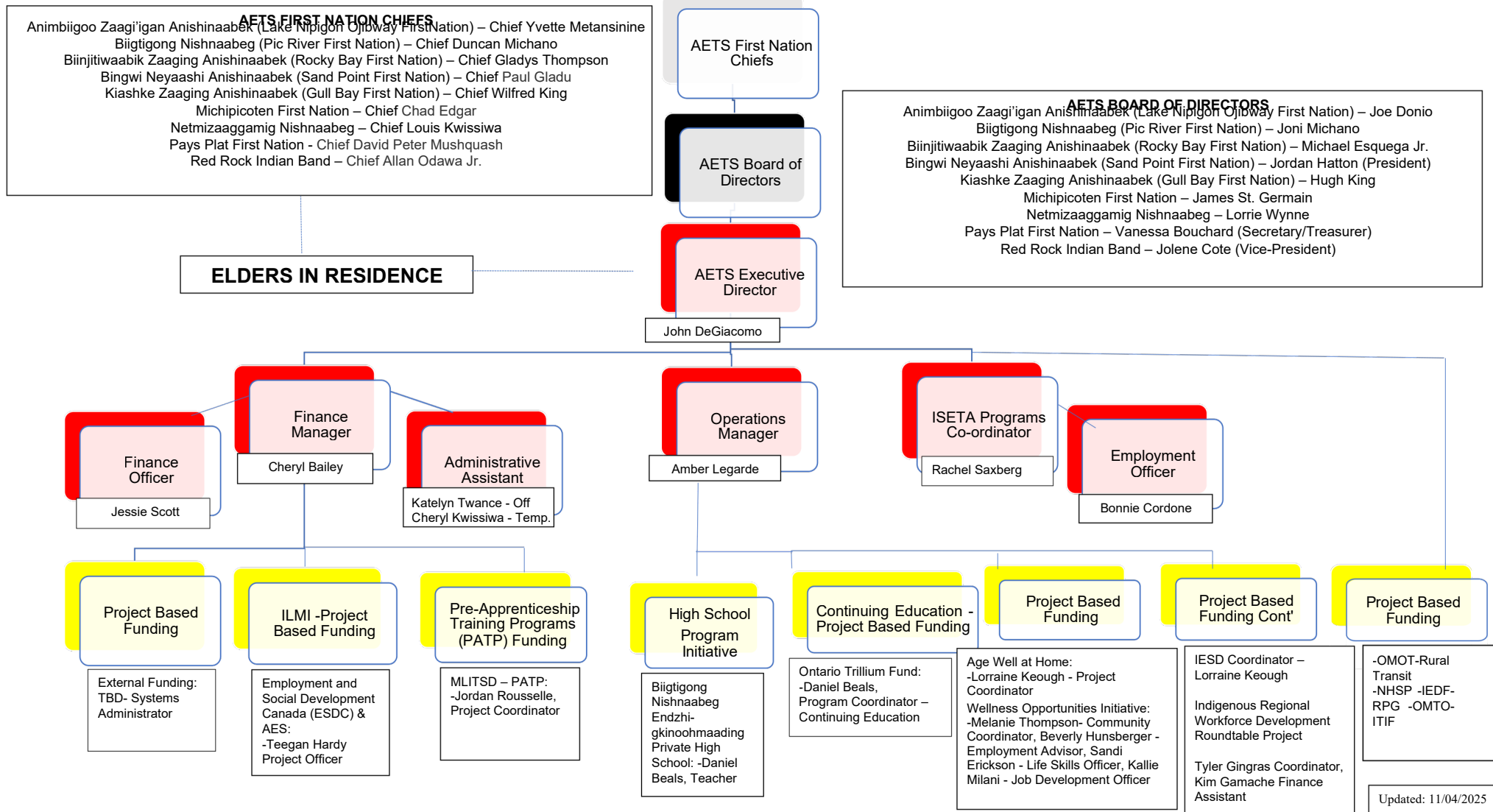
Summer Student

Madison Christiansen





ANISHINABEK EMPLOYMENT & TRAINING SERVICES ORGANIZATIONAL CHART



Updated: 11/04/2025

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
- Integrated Employment Service Delivery Model
- Ontario Mining and Healthcare Sector- Indigenous Regional Workforce Development Roundtable Pilot
- Internet Connectivity Loan Program
- Labour Market Information (LMI) and Skills Inventory Survey – On & Off Reserve
- Laptop Loan Program
- Wellness Opportunities Initiative
- Revitalizing Elders and Enhancing Seniors Financial Literacy
- Integrated Employment Services

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 (replacement)
- Project Coordinator - IT Navigator
- PATP Intake Assistant (replacement)
- Project Coordinator - Labour Market Information (LMI)
- Finance officer - (replacement)
- Coordinator - Indigenous Skills, Employment, Apprenticeship, and Development (ISED)
- Coordinator - Wellness Initiative
- Coordinator - Roundtable
- Life Skills Officer – Wellness Initiative
- Employment Officer – Wellness Initiative
- Finance Assistant – Roundtable
- Summer Students
- Student Advisor





Overview of Funding Sources ISET

For the Period of April 1, 2025 to March 31, 2026



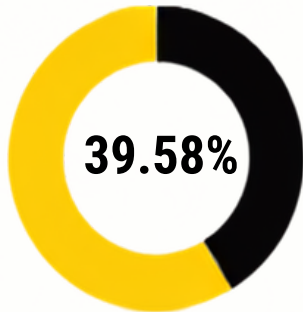
**TOTAL ISET FUNDED
PARTICIPANTS**

209



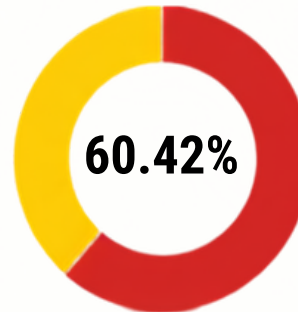
**TOTAL FUNDING
INVESTED**

\$613,502.35



**FUNDING INVESTED
ON RESERVE**

\$242,838.43
39.58%



**FUNDING INVESTED
OFF RESERVE**

\$370,663.92
60.42%

This year a total of **\$613,502.35** was invested into **209** participants from the nine First Nations communities, of which **\$242,838.43** was spent on reserve and **\$370,663.92** was spent off reserve.

AVERAGE FUNDING PER PARTICIPANT



ON-RESERVE

\$3,372.76



OFF-RESERVE

\$2,705.58

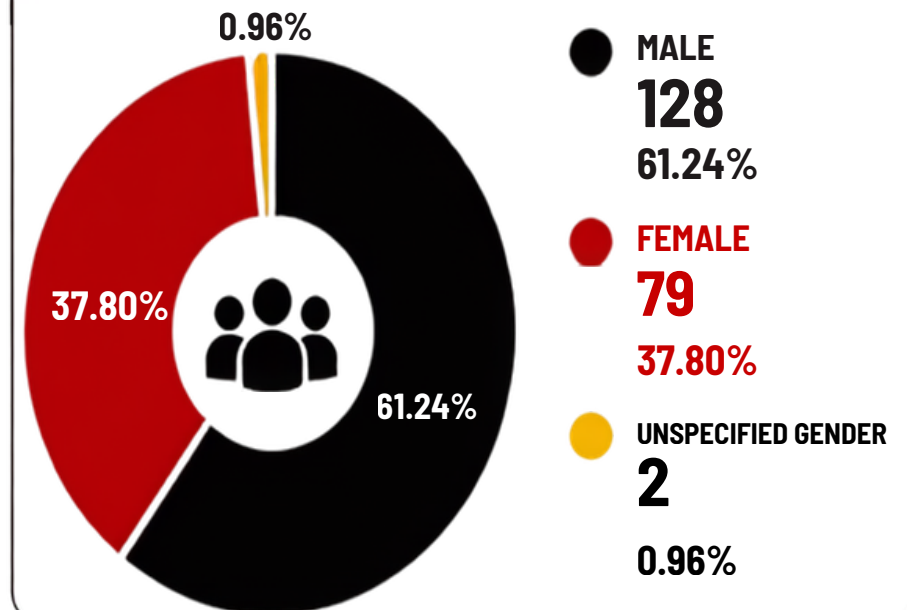
The ratio of male and female participating clients assessing funded interventions for the year were 61.2% male, (128), and 37.80% female (79), and 0.96% unspecified (2).

The average cost per participant was

\$2,935.42.

Of the 209 participants funded, 72 were on reserve clients and 137 off reserve.

PARTICIPANTS BY GENDER



Consolidated Revenue Funds (CRF) dollars that were expended in the fiscal year by investments into participating clients was **\$309,792.51**. Participating clients qualifying under the Employment Insurance (EI) criteria benefited from an investment of **\$303,70984** in various programs.

Of the 209 participants who received funded interventions, most gained work experience, employment, or other positive outcomes through AETS-funded programs. The overall intervention completion rate was 91%, with an overall action plan outcome success rate of 78%. Programs funded included:

- Course Purchase
- Employment Maintenance/Upskilling
- Employment Start-up
- Pre-Employment Supports
- Group Course Purchase
- Job Development
- Project Based Training (including Summer Students)
- Self-Employment Benefits
- Mobility/Mobility/Relocation
- Wage Subsidies
- Fee Payer



WALK-IN PARTICIPANTS

April 1, 2025 – March 31, 2026



ABOUT OUR WALK-IN CLIENTS



Clients have access to computers for resume writing, job search, and more.



Access to telephone, fax machine, photocopying and job boards.



Support available from our ISET Employment Officer, Program Coordinator, and various departments.



Resource centers are visited by First Nations communities, Métis, non-status, and non-Indigenous individuals.

A total of **1,258** clients, representing **85.75%** of all clients served through ISET, accessed services as walk-in clients during the 2025–2026 fiscal year. Walk-in service use has continued to increase since the COVID-19 pandemic, reflecting growing demand for accessible employment and training supports. Of all walk-in clients, **64%** were from AETS' nine First Nations communities, while **36%** were non-affiliated or from other First Nations.

Partnerships & Development Activities



1. CONTINUING PARTERSHIPS



AETS continues to collaborate with a wide range of organizations to support employment, training, and community development.

- Mining Industry Human Resources Council (MiHR) & Impala
- LiUNA Union
- Lakehead University – Humanities 101
- Métis Nation of Ontario
- Youth Employment Services Employment
- Northwest Employment Works
- Confederation College
- Indigenous Primary Health Care Council

- Northern College
- North Superior Workforce Planning Board
- Ogoki Learning
- Outland – Ontario Youth Employment Program
- Ontario Provincial Police
- Thunder Bay Correctional Centre
- White Lake Limited
- TBT Engineering & Ministry of Transportation

- EmployNext
- Dilico Child and Family Services
- Indigenous Works
- Matawa Education
- Thunder Bay Indigenous Friendship Centre
- Serco
- Warrior Engineering



Please note: This list is not exhaustive and reflects the continuous partnerships identified during the 2025–2026 fiscal year.

Partnerships & Development Activities cont...



2. PARTNERSHIP BUILDING & SECTOR-BASED OPPORTUNITIES



Collaborating with organizations to create opportunities, build connections, and support training and employment pathways.

- | | | |
|--|---|--|
| <ul style="list-style-type: none">• NORCAT• Taranis Construction & Training• Nipigon Red Rock District High School• DriveWise• Métis Nation of Ontario• DriveTest• Dilico• Confederation College• Thunder Bay Literacy Group | <ul style="list-style-type: none">• Confederation College• Thunder Bay Correctional Centre• LTL Group• Thunder Bay Indigenous Friendship Centre• BGIS- Integrated Facilities Management• CN Rail• ENAGB-Eshkiniigjik Naandwechigegamig A Place for Healing Our Youth"• OETIO-Operating Engineers Training Institute of Ontario | <ul style="list-style-type: none">• First Nation Safety & Training• Service Canada – Skilled Trades / Apprenticeship• EmployNext• WSIB-Workplace Safety & Insurance Board• Turnkey Communications• HealthTec Inc.• Behind the Wheel• Superior North Driving Academy |
|--|---|--|



These partnerships and opportunities strengthen community connections, support skills development, and help clients access training, resources, and meaningful employment.



Partnerships & Development Activities cont...



3. EMPLOYER & TRAINING PROVIDER RECRUITMENT

AETS supported employers and training providers with staffing and recruitment through database queries, community contacts, and website postings.



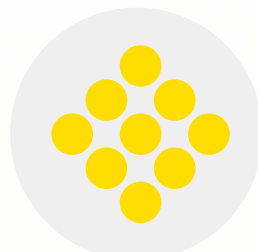
Home Depot

Supported with staffing and recruitment initiatives.



Greenstone Lodge

Supported with staffing and recruitment initiatives.



TurnKey Communications

Supported with staffing and recruitment initiatives.



Literacy Northwest

Supported with staffing and recruitment initiatives.



CN Rail

Supported with staffing and recruitment initiatives.



Taranis Contracting

Supported with staffing and recruitment initiatives.

These partnerships help connect job seekers with meaningful employment opportunities and support local employers and training providers in finding the right talent.

Partnerships & Development Activities cont...



4. COMMUNITY ENGAGEMENT & PROJECT MONITORING



AETS staff conducted community and project monitoring visits to strengthen relationships, gather information, and support project success.



COMMUNITIES VISITED



Michipicoten First Nation & Netmizaagamig Nishnaabeg
August 12, 2025



Bigitigon Nishnaabeg
August 13, 2025



Pays Plat First Nation & Red Rock Indian Band
August 14, 2025



MONITORING ACTIVITIES

- Project monitoring
- Document Collection
- Discussions with supervisors and participants
- Project photographs
- Participant and supervisor engagement
- Community visits
- Building strong community relationships



These activities ensure ongoing communication, accountability, and meaningful engagement with First Nations communities and project participants.



These activities and partnerships reflect the collaborative efforts of AETS and our partners throughout the 2025–2026 fiscal year.



5. PROFESSIONAL & PROGRAM DEVELOPMENT



PROFESSIONAL DEVELOPMENT ACTIVITIES

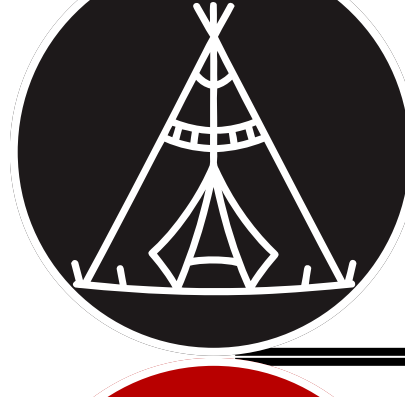
- Cannexus 2026
- Cultural Awareness Training
- AETS Lunch & Learn – Cultural Teachings
- Time Optimization Training
- EIBIS Lunch & Learn Sessions
- Cyber Security – Huntress Training Modules
- Social Determinants of Mental Health
- LinkedIn – Jelly Academy Session
- AI & ChatGPT in Career Development

ADDITIONAL DEVELOPMENT & LEARNING

- Personality Dimensions – ISET Ontario Network Events
- E1 Verification National Working Group
- ISET Evaluation Activities
- Review of ISET Program 102 Self-Instruction Module
- Diversity Thunder Bay – Web of Life on Life Support
- Various Professional Development Webinars
- EIBIS Sessions

Ongoing professional development and program learning strengthen staff capacity, enhance service delivery, and ensure continuous improvement in supporting clients and communities.

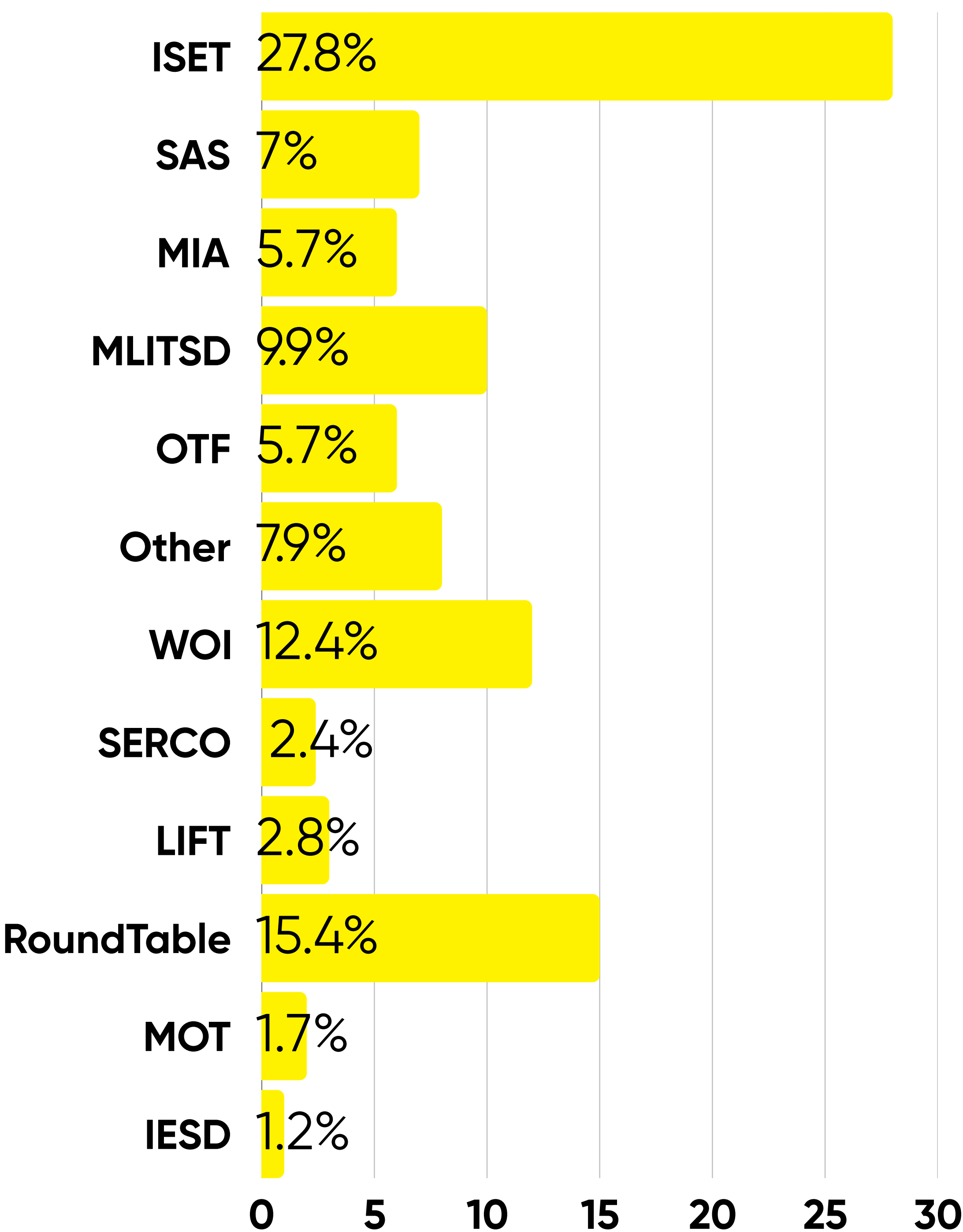
MAJOR EVENTS

	AETS Office Relocation to 523 Algoma St. N	JUNE 2025
	AETS Strategic Planning Meeting	June 25, 2025
	Revitalizing Elders & Enhancing Seniors Financial Literacy Gathering	July 16, 2025
	AETS Annual General Meeting hosted in Red Rock Indian Band	August 21, 2025
	AETS Wellness Opportunities Career Conference	Sept. 12, 2025
	School of Indigenous Learning (SOIL)	Sept. 22, 2025
	Indigenous Skills, Employment, Apprenticeship and Development (ISEAD) Conference	Nov. 19-20, 2025
	AETS Elders Gathering	December 1, 2025
	AETS Business Planning Meeting	March 18, 2025
	AETS Graduation	March 27, 2025

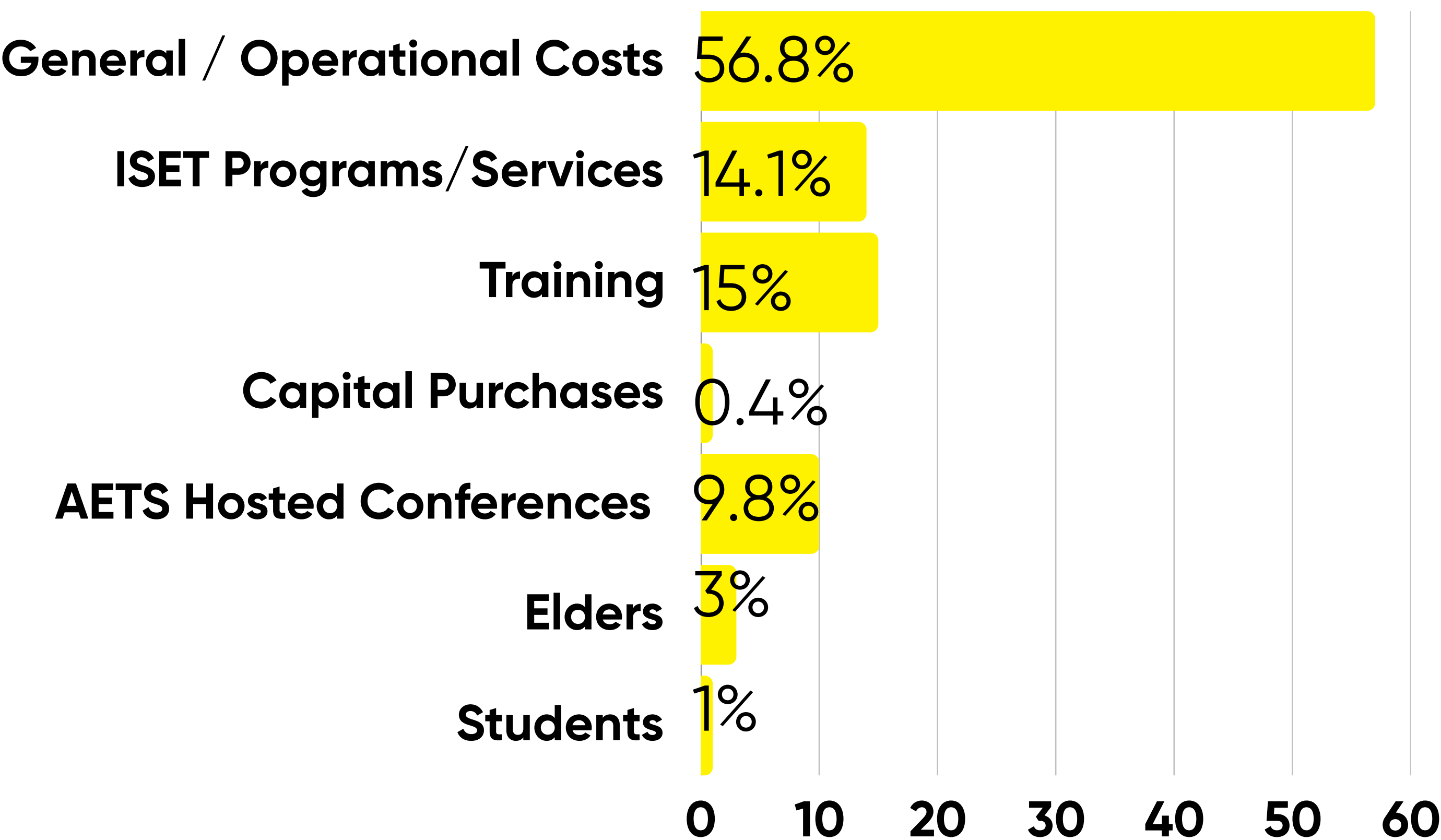
Revenues and Expenditures

By Category

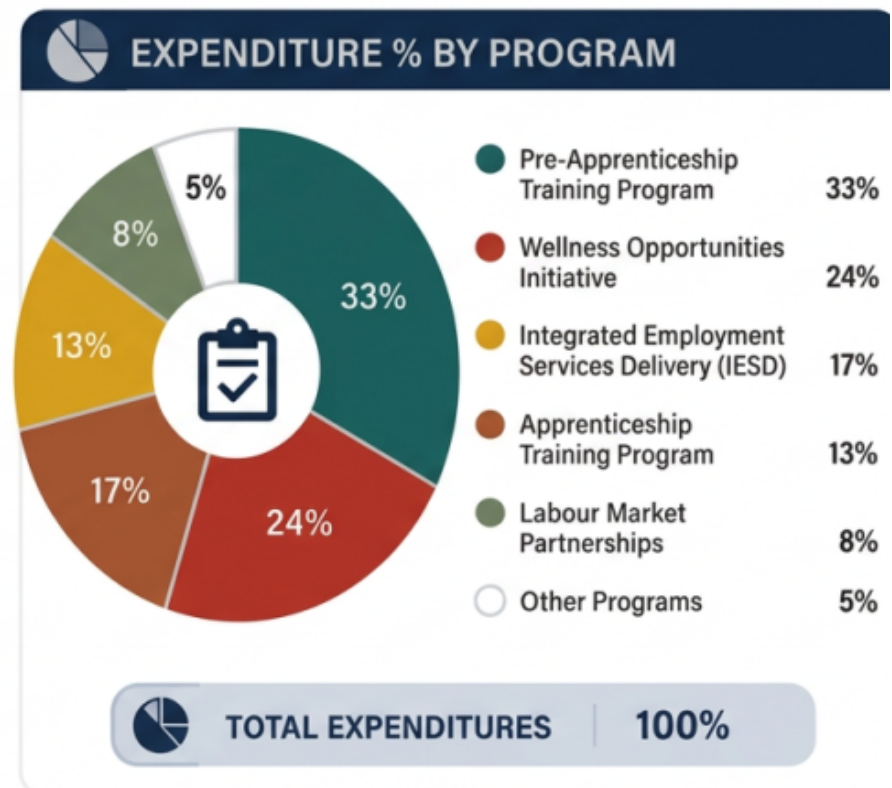
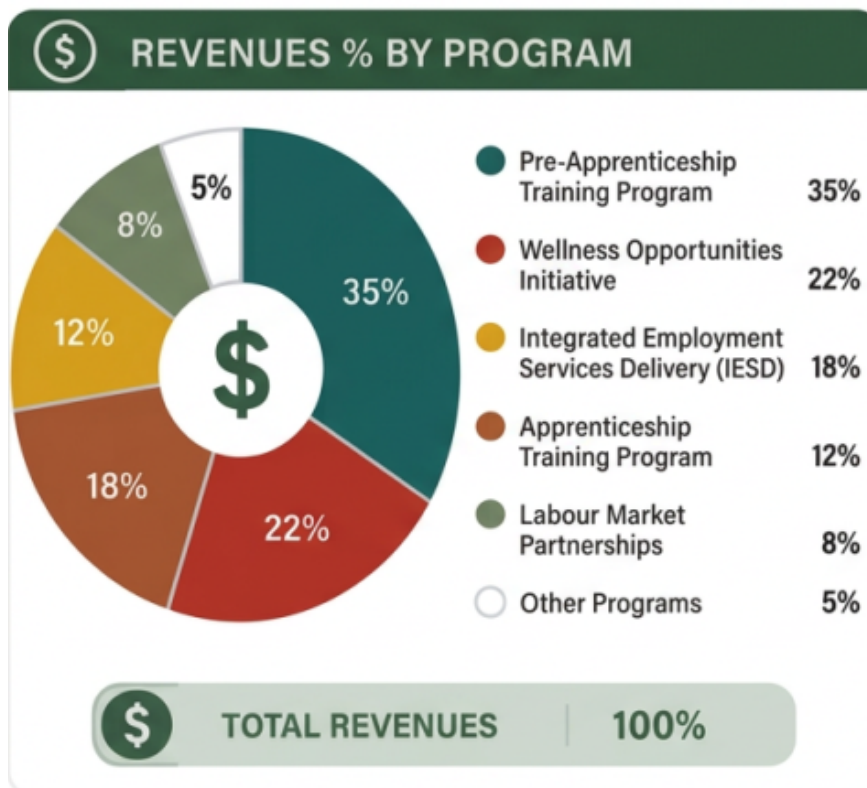
Total Revenues – 100%



Expenditures –98.6%



Non-ISET Revenues and Expenditures % by Program



These percentages represent the proportion of total Revenues and Expenditures allocated to each program for the reporting period.



Note: Percentages may not total 100% due to rounding.



AETS

Anishinabek Employment
and Training Services

Your path. Our ways



x.com/AETS_Thunderbay



linkedin.com/company/aetsthunderbay



instagram.com/aetsthunderbay



facebook.com/aetsthunderbay



youtube.com/channel/UC3vJ4_9g9Xsu33PrvCg4LPg

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