

EDUCATION ▶ TRAINING ▶ EMPLOYMENT



AETS

**Anishinabek Employment
and Training Services**

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Draft Agenda:

1. 11:00-11:30 – Lunch
2. 11:30-11:40 – Introductions: Starting with Elder Gene Nowegejick
3. 11:40-11:50 – AETS Presentation – Systems Innovation Roadmap
4. 11:50-12:05 – Special Guest Speaker:
 - Lisa Michano, Education Director - Biigtigong Nishnaabeg: Curriculum Resource
5. 12:05-12:20 – Carolyn Zadnik – AETS Researcher
6. 12:20-12:30 – Indigenous Works
7. 12:30-12:40 – Discussion/Question Period - Strategizing for Systems Change
8. 12:50-1:00 – Collaborative Agreement/Signing



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Land Acknowledgement



Image from Shingwauk Residential Schools Centre

Commissioner William B. Robinson (Left)
led treaty negotiations with Indigenous peoples in
Canada, including the Robinson Superior Treaty of
1850.

Gimaa Shingwauk (Middle)
a respected Ojibwe leader, played a key role in talks
with the British about land agreements.

Gimaa Nebenaigooching (Right)
an Ojibwe leader involved in negotiating the
Robinson Superior Treaty in 1850, representing his
people's interests.



Image from RSMIN Community Heritage Wiki



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Elder Acknowledgement



Elder

Gene Nowegejick

Kiashke Zaaging Anishinaabek
(Gull Bay First Nation)

We extend our heartfelt gratitude to Elder Gene for his unwavering support and invaluable knowledge sharing. We are honoured to have him involved in this empowering initiative.



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Boozhoo, Aaniin!



John DeGiacomo
Executive Director



Daniel Beals
Program Coordinator,
Continuing Education



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AETS Presentation – Systems Innovation Roadmap Discussion Items (10 minutes):

1. AETS Overview/Community Representation, Strategic Plan
2. Indigenous Skills and Employment Training (ISET) Agreements
3. Client Based Programs and Services, Employer Services
4. Systems Innovation Project (<https://www.aets.org/systems-innovation>)
 - Vision
 - Road Maps
 - Roles, Plans & Next Steps
5. Contact Information



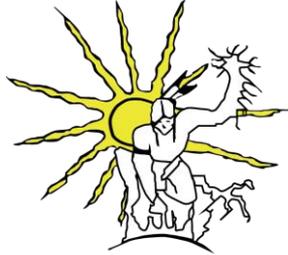
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COMMUNITY REPRESENTATION



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)



Kiasheke Zaaging Anishinaabek
(Gull Bay First Nation)



Netmizaaggamig Nishnaabeg
(Pic Mobert First Nation)



Michipicoten First Nation



Pawgwasheeng
(Pays Plat First Nation)



Red Rock Indian Band



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COMMUNITY REPRESENTATION



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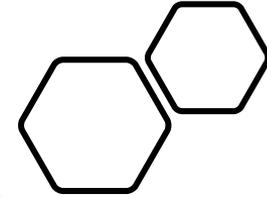
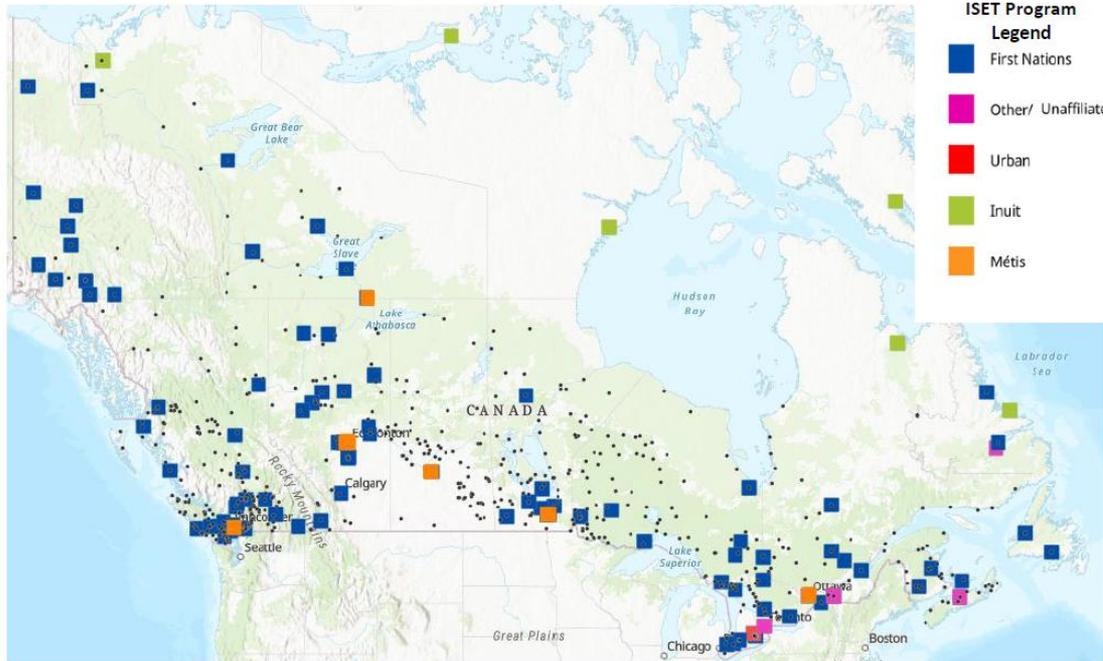
Vision: A Skilled Indigenous Workforce

Mission: To provide guided **education** and **training** pathways, towards inclusive **employment** opportunities respectful of culture

Strategic Plan:

- C**lient Focused
- R**esults Driven
- O**rganizational Capacity
- P**artnerships

ISET Network Evolution



Since program inception, a robust network of Indigenous service delivery organizations has been established across the country, growing by 42% (from 84 to 122 different agreement holders).

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Portal - Employers

To create a job posting please create an account, or sign in below.

Create an account with AETS's Superior Database for promoting to eligible candidates based on your posting criteria. With an account you can share job postings and contact information.

[Create Account](#)

[Sign In](#)

AETS is working on a new feature, so that AETS Job Seeker Clients that fit the criteria of specific job postings can be viewed and contacted by prospective Employers as well as a new feature to schedule and conduct interviews with an online interview tool.



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Current Job Opportunities

Family Service Worker - After hours

Tikinagan Child & Family Services

Sioux Lookout, Ontario Full Time

Posted 0 days ago
Closes 8/31/2024

The Family Service Worker oversees services and supports to families - families whose children have been taken into care and families whose children ...

Primary Care Paramedic - Terrace Bay

City of Thunder Bay

Kakabeka, Ontario Part Time

Posted 0 days ago
Closes 9/1/2024

Part-time primary care paramedic opportunities exist in Geraldton, Nipigon, Upsala, Longlac, Terrace Bay, Schreiber, Manitouwadge, Nakina, Red Rock, Armstong ...

Drug Strategy Specialist

City of Thunder Bay

Thunder Bay, Ontario Full Time

Posted 1 month ago
Closes 7/8/2024

The Corporation of the City of Thunder Bay has a rewarding opportunity for a Drug Strategy Specialist! Apply on-line at <https://www.thunderbay.ca/en/city-hall/jobs.aspx> ...

Job Bank

Job Type

Any

Location

Any

[Employer Portal](#)

[Canada Job Bank](#)

[AETS Canada Job Bank Feed](#)

[WorkScope Northwest](#)

[Employer Odd Jobs Squad Waiver](#)



INTERESTED IN HIRING?

Recruit candidates through our free
online AETS Job Posting Service!



Submit via the Employer Portal



Email to: jobs@aets.org



Fax to: (807) 346-0310



INTERESTED IN HIRING?

Other Employer Services:

- Application/Resume Collecting, Packaging and Forwarding
- On-site Briefing Session Room and Interview Room
- Video Conference Reservation
- Targeted Referrals
- Wage Subsidies

Be A Training Employer:

- Call us at (807) 346-0307 to explore partnering as a Training Employer for one of our current or upcoming Training Programs





INTERESTED IN HIRING?

Recruit leading-edge candidates through our free online [AETS Job Posting](#) Service!

It's as easy as...

1 **Emailing** your job posting to:
jobs@aets.org

OR

2 **Faxing** your job posting to:
(807) 346-0310

OR

3 **Submitting** your job posting via:
<http://www.aets.org/portal-employers>

Other Employer Services:

- Application/Resume Collecting, Packaging and Forwarding for all employment & volunteer opportunities
- On-Site Briefing Session Room and Interview Room Co-ordination
- Video Conference Reservation
- Targeted Referrals
- Wage Subsidies

Be a Training Employer:

- Contact our Proposal & Partnership Development Officer by calling 807-346-0307, to explore partnering as a Training Employer for one of our current or upcoming Training Programs

YEAR ROUND FREE PROFESSIONAL SERVICES!

To learn more about our services, please contact us at:

Anishinabek Employment & Training Services
285 Red River Road
Thunder Bay, Ont., P7B 1A9

Tel: (807) 346-0307
Fax: (807) 346-0310
Email: aets@aets.org
Website: <http://www.aets.org>



1 - INDIFFERENCE

Inclusion is not on the radar

2 - INTIMIDATION

Inclusion as forced compliance

3 - IMAGE

Inclusion as public relations



6 - INTEGRATION

Inclusion as a catalyst for growth

5 - INCUBATION

Inclusion nurtured as a core competency

4 - INITIATION

Inclusion as a business imperative

 IndigenousWorks



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Systems Innovation - Education Systems Evolution:

Improving High School Graduation Rates & Future Employment Outcomes for Anishinaabe Youth in Northwestern Ontario



AETS
Anishinabek Employment
and Training Services

Ontario
Trillium
Foundation



Fondation
Trillium
de l'Ontario

An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario

NURTURING MINDS, EMPOWERING FUTURES

Systems Innovation - Transforming Education and Employment for Anishinaabe Youth in Northwestern Ontario

VISION

To increase the 25% Indigenous high school graduation rates among the Northwestern Ontario Region

- Develop and measure the impacts of the education to employment system and how factors in those systems pose a primary barrier to high school graduation rates and employment opportunities for youth 15-25
- Provide guidance and resources for youth to overcome challenges and complete their high school education while integrating and preserving Anishinaabe values and culture throughout their development
- Provide access to employment opportunities and professional development while applying their cultural knowledge, skills, and perspectives



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AGE GROUPS

15-18 YEARS

- currently enrolled in high school

19-25 YEARS

- who left high school with out completing an Ontario Secondary School Diploma (**OSSD**)



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COLLABORATORS

The six year innovation involves the essential participation of the following individuals, groups, and organizations to enhance the 60% non-graduation rates and future employment prospects of Anishinaabe youth served in the nine First Nation communities of AETS:

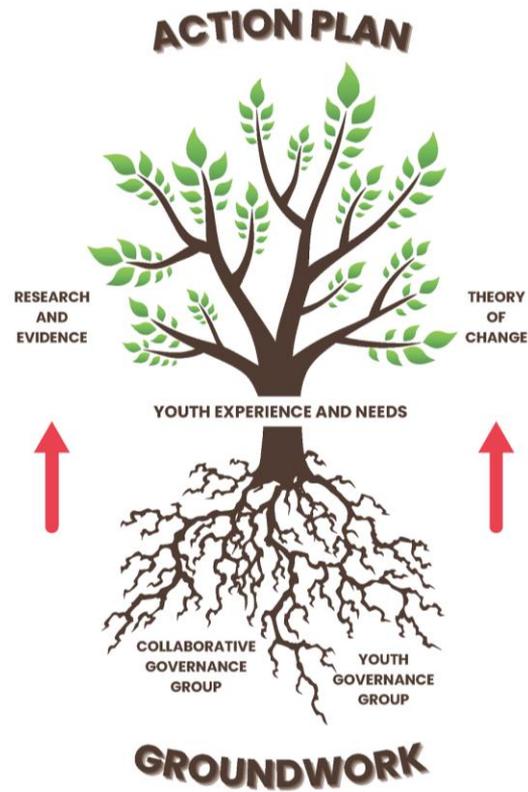


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LAYING THE GROUNDWORK



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STRATEGIES

YOUTH 15-18 YEARS

ACTIVE CHANGE AGENTS

Deciding how they want educators to work with them

YOUTH 19-25 YEARS

SELF GOVERNANCE MEMBERS

Consultation for successful transition from education to employment



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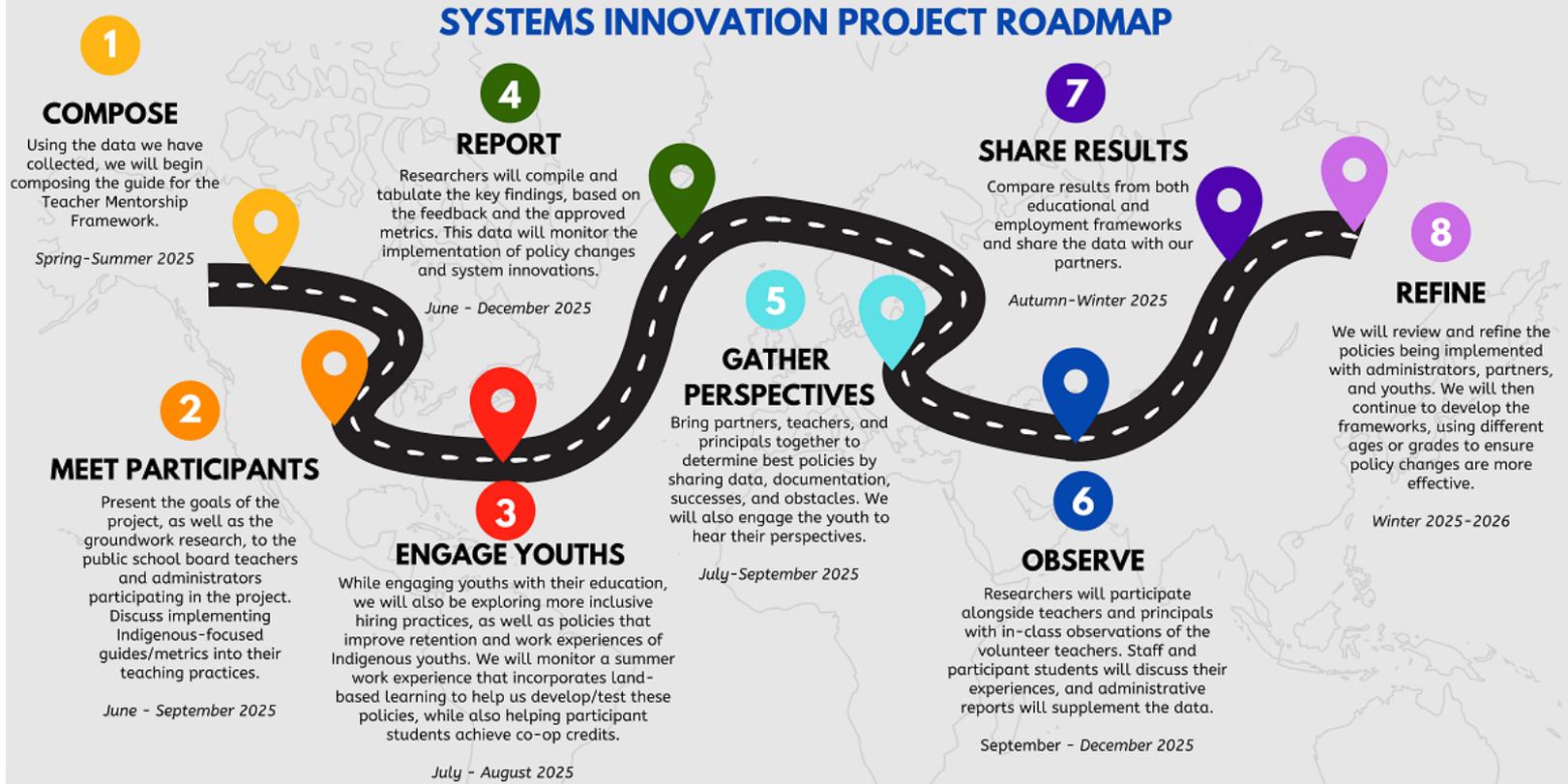
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SYSTEMS INNOVATION PROJECT ROADMAP

Spring
2025

to

Winter
2026



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Spring
2026

to

Summer
2027

SYSTEMS INNOVATION PROJECT ROADMAP

1 ENGAGE PARTNERS

After reviewing and analyzing the data we have collected, we will engage all partners to help us implement better policies to begin a lasting systems change.

Spring-Summer 2026

2 SUPPORT PARTICIPANTS

Continue to monitor, engage, and support youths, teachers, administrators, and employer partners participating in the project.

We will work on implementing inclusive and/or Indigenous-focused guides/metrics into their practices. We will also attempt to expand our capacity with more participants.

Spring-Summer 2026

4 REPORT

Our researcher will compile and tabulate the key findings, based on the feedback and the approved metrics. This data will monitor the implementation of policy changes and system innovations.

Winter 2026 - Summer 2027

3 ENGAGE YOUTHS

While engaging youths and youth organizations with their education experience, we will also be exploring ways to implement more inclusive hiring practices and policies that improve retention/work experiences of Indigenous youths.

Summer-Autumn 2026

5 DELIBERATE

Partners will deliberate, using monitoring data, to determine most effective practices and procedures. Organizational staff and participant students will discuss their experiences to supplement the data. We will refine our findings and help one another implement best policies, frameworks, and practices.

Spring-Summer 2027

7 SHARE RESULTS

Researcher will complete report of findings. If finances allow, we will explore publishing the results.

Summer 2027

6 GATHER PERSPECTIVES

Bring partners, teachers, and principals together in an event that shares best policies with other local organizations. We will also engage participating youths to share their perspectives with partners and local organizations.

Spring-Summer 2027

8 MOVING FORWARD

We will maintain good relations with partners moving forward, and we will attempt to support one another with these innovations to maintain lasting change.

Beyond Summer 2027



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Formative Research to Applied Systems Learning



Medicine Wheel
teachings framework –
Mino-Bimaadiziwin
“Good Life” /
Midewiwin *“The Way
of the Heart”*



Narrative storytelling
through in-person
dialogues



Mino-Bimaadiziwin
Education Pathway –
Educator Circle of
Practice



Strengths Base
Indicators & Evidence
Based Documents



Mino-Bimaadiziwin
Work Pathway – Youth
Employment Circle of
Practice



Research Domains



Self-reflections guided
by a Feather Circle of
Growth Scale

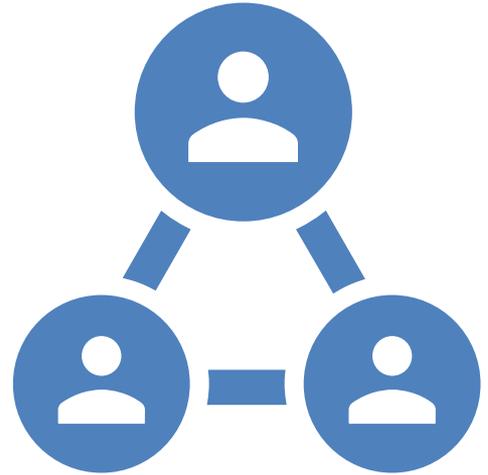


Pre-liminary Summary
and Final Reports

Early Implementation Signals

Mino-Bimaadziwin Youth Work Pathway Circle of Practice

- Increased confidence, a sense of belonging
- Strengths in teamwork & staff leadership
- Importance of land-based learning, connections and teams
- Loved being a part of tangible contributions
- Need for consistent cultural supports, daily access to Elders and Knowledge Keepers
- Need for identity building





Early Implementation Signals

Mino-Bimaadiziwin Educator Pathway Circle of Practice

- There is a desire to learn and walk this work in a good way
- Educators motivated but need guidance
- Time is a barrier
- Limited access to Elders, Knowledge Keepers, cultural supports and community
- System capacity constraints (e.g. reduction in attendance counsellors)
- Fear of cultural appropriation and knowing what is appropriate to share
- Indigenous graduation coach is only available to students of a different First Nation

Looking Ahead: Research Next Steps

Ongoing data collection & analysis

Framework development

Dialogues & engagements

Preliminary and final research summary report

Professional Teacher Development Guide



Research
Lead Contact

Migizi-Miigwan-Ikwe Inc.

Carolyn Zadnik

Email:
cardawzad@icloud.com

Phone: (431) 366-0151

ROLES, PLAN AND NEXT STEPS

Partnership Roles:

- Signing the revised Collaboration Agreement
 - February 2026
- Engaging Partners to implement better policies to begin lasting change
 - Youth, Educators, Employers

Tentative Plans and Next Steps:

- Educators – Professional Development
 - June 2026 or August 2026
- Youth – Co-op Land-Based Learning Opportunities
- Employers – Professional Development
 - Spring 2026 and/or Fall 2026



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Miigwech!

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(former Eaton's Building)

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