AETS
Anishinabek Employment and Training Services

IndigenousWorks

CONFERENCE AGENDA

Beyond Recruitment

Indigenous Inclusion, Retention & Workplace Success

WEDNESDAY, DECEMBER 9, 2026
Registration 9:00 AM | Conference 10:00 AM - 4:00 PM

BEST WESTERN PLUS NOR'WESTER
Kaministiqua Room | Thunder Bay, Ontario

MORNING / SEVEN GENERATIONS & THE INCLUSION PULSE

TIME	SESSION	DESCRIPTION
9:00-10:00	Registration, Breakfast & Networking	Guest sign-in, continental breakfast, coffee and networking.
10:00-10:15	Welcome & Opening Prayer	AETS leadership welcome; Elder words of reflection and opening prayer.
10:15-10:25	Beyond Recruitment: Why We Are Here	AETS introduction to workplace inclusion, retention and belonging; welcome to Indigenous Works Canada.
10:25-10:40	Seven Generations at Work	Kathleen Sawdo explores historical and generational experiences that shape workplace expectations.
10:40-10:55	Interactive Activity: Line of Time	Reflect on how employment experiences and workplace expectations have changed.
10:55-11:10	Morning Coffee Break	15-minute refreshment break.
11:10-11:40	Workplace Policies, Workforce Gaps & Inclusion	Facilitated scenarios and discussion of barriers, training needs and inclusive practices.
11:40-11:50	Introducing the Inclusion Pulse	Kathleen and Rosie introduce the assessment and explain how to complete it.
11:50-12:30	Inclusion Pulse: Employer Assessment	Employers complete and submit their organizational assessments.
12:30-1:15	Lunch Break	Indigenous-focused lunch and networking.

AFTERNOON / FROM ASSESSMENT TO ACTION

TIME	SESSION	DESCRIPTION
1:15-2:00	Understanding Your Inclusion Pulse	Kathleen and Rosie review assessment themes, strengths, gaps and opportunities.
2:00-2:20	Leadership Circle & Employer of Choice	Indigenous Works Canada outlines recognition pathways and continued development.
2:20-2:35	Afternoon Coffee Break	15-minute refreshment break.
2:35-3:00	Employer Commitments & Next Steps	Complete the Next Steps worksheet and identify meaningful actions and AETS supports.
3:00-3:40	Regional Workforce Development | CEDC	CEDC discusses regional workforce priorities, economic opportunities and employer collaboration.
3:40-3:55	Open Forum: Questions & Answers	Questions, reflections and discussion of inclusion strategies and available supports.
3:55-4:00	Closing Remarks & Miigwech	AETS thanks participants and encourages continued collaboration.