

EDUCATION ▶ TRAINING ▶ EMPLOYMENT



AETS

**Anishinabek Employment
and Training Services**

Your path. Our ways.





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Session: Introduction

Date: November 2025

Location: AETS Virtual Presentation

Presented by: John DeGiacomo, Executive Director

AANIIN BOOZHOO WAACHIYAA BINVNU SHÉ:KON TUNNGASUGITSI

Welcome أملا بك Bienvenue 欢迎 Benvenuto خوش آمدید Bienvenido ਬਦਲਕਰਿਮਦ
Maligayang Pagdating Вітати Bem Vinda Willkommen Witamy Tervetuloa



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Welcome Mural Wall Guide – Languages:

- Anishinaabe - Ojibwe (Hello)
 - Anishinaabe - Ojibwe (Greetings)
 - Cree
 - Michif
 - Mohawk
 - Inuktitut
- English
 - Arabic
 - French
 - Mandarin
 - Italian
 - Urdu
 - Spanish
 - Punjabi
 - Filipino
 - Ukrainian
 - Portuguese
 - German
 - Polish
 - Finnish



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Discussion Items:

1. AETS Overview
2. Indigenous Skills and Employment Training (ISET) Agreements
3. Vision, Mission and Strategic Plan
4. Creating a Culture of Learning and Inclusion
5. Client Based Programs and Services & Project Based Programs
6. Partnerships & Project Based Program Highlights
7. Initiatives - Past Sampling
8. Initiatives - Present
9. Collaborations
10. Contact Information



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AETS Overview:

- 28th year of assisting First Nation Citizens to stay in or re-enter the labour force
- Established in 1997 and Incorporated in 2009
- One of 119 Indigenous Skills and Employment Training or ISET Agreement Holders in Canada
- Approved as a stand-alone ISET Agreement Holder with Canada as of July 2, 2019, and confirmed as an Optimal Capacity ISET Holder on March 24, 2023
- One of 22 ISET Agreement Holders in Ontario and 8 in Northwestern Ontario, under a 10-year program with Canada to...
 - Improve skills levels, and
 - Improve employment outcomes
- Offers direct programs and services connecting education to training to employment solutions for 9-member First Nation Communities (within the North Superior Region) which represents approximately 9,200 First Nation Citizens



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AETS Overview...with Indigenous Skills and Employment Training Program:

Objective:

- Reduce the employment and skills gaps between Indigenous and non-Indigenous people

Distinctions-based:

- Four separate labour market streams and funding envelopes for First Nations, Métis Nation, Inuit, and Urban/Non-affiliated Indigenous people

Funding*:

- \$2 billion over five years and \$408.2 million per year ongoing
 - First Nations stream: \$1.1 billion over 5 years and \$235.7 million/year ongoing (including funding for Modern Treaties holders and Self-Governing Nations);
 - Inuit stream: \$161.2 million over 5 years and \$32.6 million/year ongoing;
 - Métis Nation stream: \$325 million over 5 years and \$67 million/year ongoing; and,
 - Urban/Non-affiliated stream: \$213.4 million over 5 years and \$45.2 million/year ongoing.

**all numbers in this section are from Budget 2018*



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AETS Overview...con't:

- Delivering education to training to employment services and programs for the First Nation Citizens who are from the following communities and beyond:
 - Animbiigoo Zaagi'igan Anishinaabek (Lake Nipigon Ojibway)
 - Biigtigong Nishnaabeg (Pic River First Nation)
 - 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
- [Honouring our History - 25th Anniversary \(1997-2022\) Booklet - dated July 28, 2022](#)



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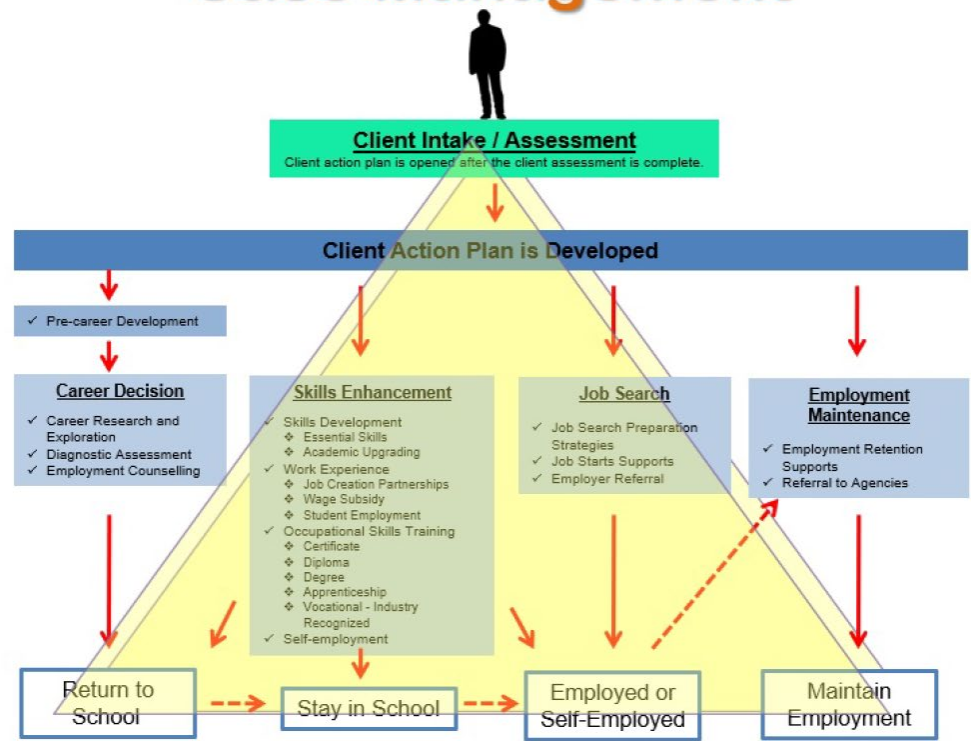
AETS Overview...con't:



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Case Management

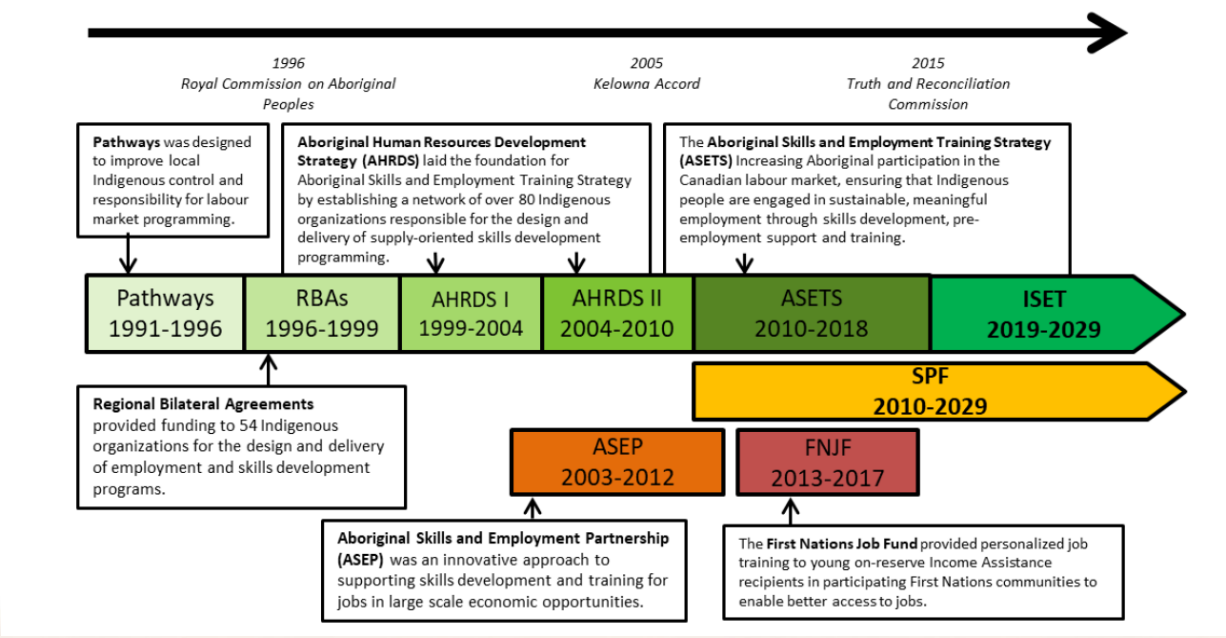


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Indigenous Skills and Employment Training Program:

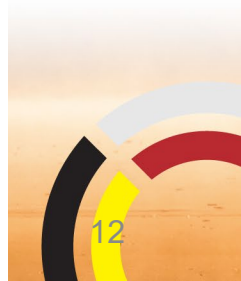
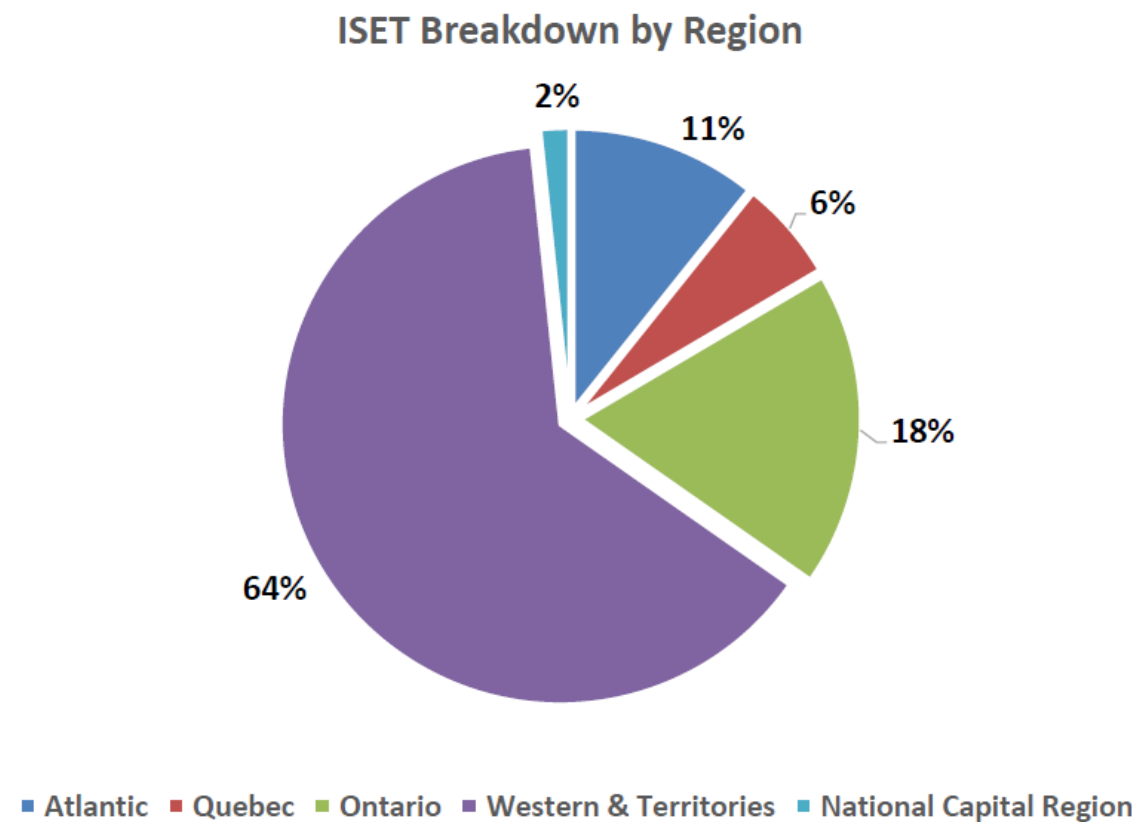
Indigenous Labour Market Programming – Evolution



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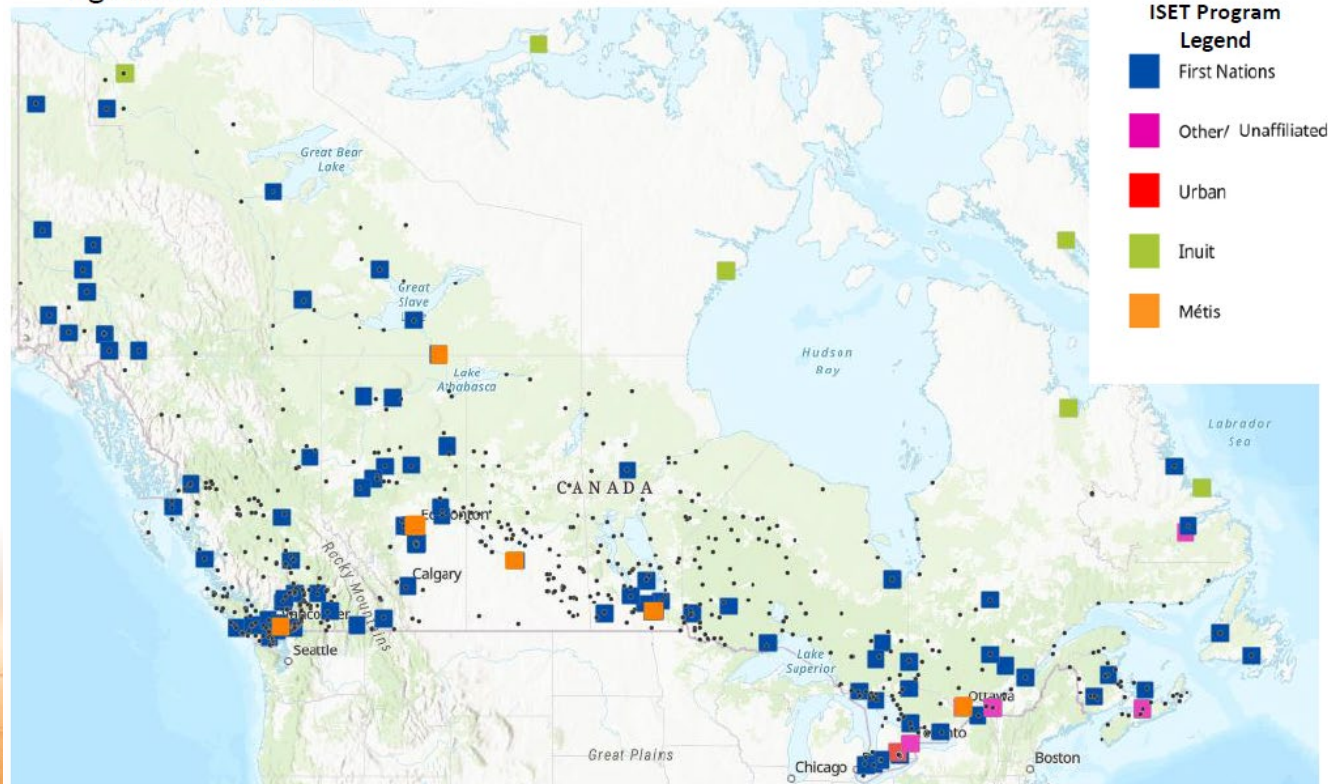
Indigenous Skills and Employment Training Program: % of ISET Agreement Holders by Region



Indigenous Skills and Employment Training Program:

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 **119** different agreement holders.



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Indigenous Skills and Employment Training (ISET) Agreement Holders:

- 8 Northwestern Ontario Regional ISETA Holders:
 - Anishinabek Employment and Training Services
 - Anishinabek Nation (Union of Ontario Indians)
 - Kiikenomaga Kikenjigewen Employment & Training Services
 - Metis Nation of Ontario
 - Ontario Federation of Indian Friendship Centres (i.e.: Thunder Bay Indigenous Friendship Centre)
 - Shooniyaa Wa-Biitong
 - Sioux Lookout Area Aboriginal Management Board
 - Tungasuvvingat Inuit
- 22 Ontario ISET Program Agreement Holders in [Ontario](#)
- 119 distinct based ISET Program Agreement Holders in [Canada](#)



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Vision: Skilled Indigenous Workforce

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

Strategic Plan:

- Client Focused**
- Results Driven**
- Organizational Capacity**
- Partnerships**

Creating a Culture of Learning and Inclusion for Job Seekers and Employers:



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Client Based Programs & Services

Programs

- Course Purchases and Allowances
- Disability Supports
- Employment Maintenance & Upskilling
- Employment Start-Up
- Entrepreneurial Development
- Feepayor
- Mobility Assistance
- Pre-Employment Supports
- Relocation/Moving Expenses
- Self-Employment Benefits
- Wage Subsidy

Services

- Career Planning / Decision Making
- Cover Letter & Resumes
- Employment Advising
- Job Search Strategies
- Labour Market Information (LMI)
- Resource Centre Access
- Workshops
- Continuing Education



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Project Based Programs

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



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Partnerships & Project Based Program Highlights:

- Partnerships with Businesses, Non-profit organizations, Local Delivery Mechanism's (LDM's) and/or ISETA Holders and Educational Institutions
- Collaborations with municipal, provincial, territorial governments and federal departments



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Initiatives...sampling:

Past:

- Construction Craft Worker/Cement Finisher Training – Fall 2024/25 & [Fall 2025/26](#)
- Carpentry/Drywall or Carpentry/Plumbing – Summer 2023 Cohorts
- Mining Essentials Training/Placement – Spring & Fall 2023
- Heavy-Duty Equipment Technician Training/Placement - Spring 2023
- Construction Craft Worker/Cement Finisher Training - Fall 2023
- Computer Digital Literacy Program for Elders Spring 2023
- Pre-Apprenticeship Training Program - Carpentry/Welding Summer/Fall 2022 &
- Try a Trade Training Program - Carpentry/Electrical/Welding Summer 2022
- Pre-Apprenticeship Training Program (PATP) Construction Craft Worker 2022
- Cement Finisher Program 2022
- Employers - Indigenous Workplace Inclusion Events 2017, 2021, 2022
- Dinowigehmin Aboriginal Leadership Program (ALP) 7 Sessions 2022
- Personal Support Worker 2022
- Pre-Health 2022
- Elder Literacy 2021
- Entrepreneurship Course 2021
- PATP Carpentry 2021
- PATP Drywall 2021
- Food Service Worker Training Program (FSW) 2016
- PATP Carpentry 2018 and 2019
- PATP Construction Craft Worker Training Program (CCW) 2015, 2016, 2017 and 2018
- Summer Aboriginal Youth Business (SAYbiz) Program
- Mining Essentials Training
- Personal Support Worker (PSW) 2016



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Initiatives...sampling which empower and demonstrate wise practices:

Present:

- Ongoing Indigenous Skills Employment Training...
 - [ISSET Programs \(Client & Project\)](#)
 - [Services \(Job Seeker Clients & Employer Clients\)](#)
- Labour Market Information (LMI) and Skills Inventory Survey - On & Off Reserve:
 - [LMI Survey including annual financial Incentives](#)
- Mino Bimaadiziwin - Building Innovative Pathways to Indigenous Employment:
 - [Cell Phone Path to Employment Pilot Project](#), [Driver's License](#), [Elders in Residence](#), [Seven Sacred Teachings Award](#), [Continuing Education](#)
- Training Programs:
 - [Elders - Age Well In Home Program](#)
 - [Wellness Opportunities Initiative](#)
 - [Construction Craft Worker/Cement Finisher Training - 2025/26](#)
 - [Transportation Field Assistant/Aggregate Training - January 2026](#)
 - [Systems Innovation - Education Systems Evolution...Improving High School Graduation Rates & Future Employment Outcomes for Anishinabe Youth in Northwestern Ontario](#)
 - [Ontario Mining & Healthcare Sector: Indigenous Regional Workforce Development Roundtable Pilot](#)
 - [Integrated Employment Services Delivery in Northwestern Ontario](#)



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Collaborations - Labour Market Information (LMI) Project for On & Off Reserve

Eligibility requirements:

- 15 years of age or older
- From one of the nine communities the AETS services
- At least ten months since your last survey

Financial Incentive?

- \$20 gift card for each survey completed
- Entered into other prizes:
 - <https://www.aets.org/lmi>



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Indigenous Labour Market Information Survey Project

Did you know there's a lack of workforce information available about First Nations in our area?

At AETS, we're working hard to change this. Our **Labour Market Information (LMI) Survey** helps identify workforce gaps and match First Nation people with the right training and jobs.



GET PAID to take the AETS LMI Survey and help provide essential data while helping your community.

**TAKE SURVEY
ONLINE NOW OR
CONTACT US FOR
AN IN-PERSON
OPTION:**

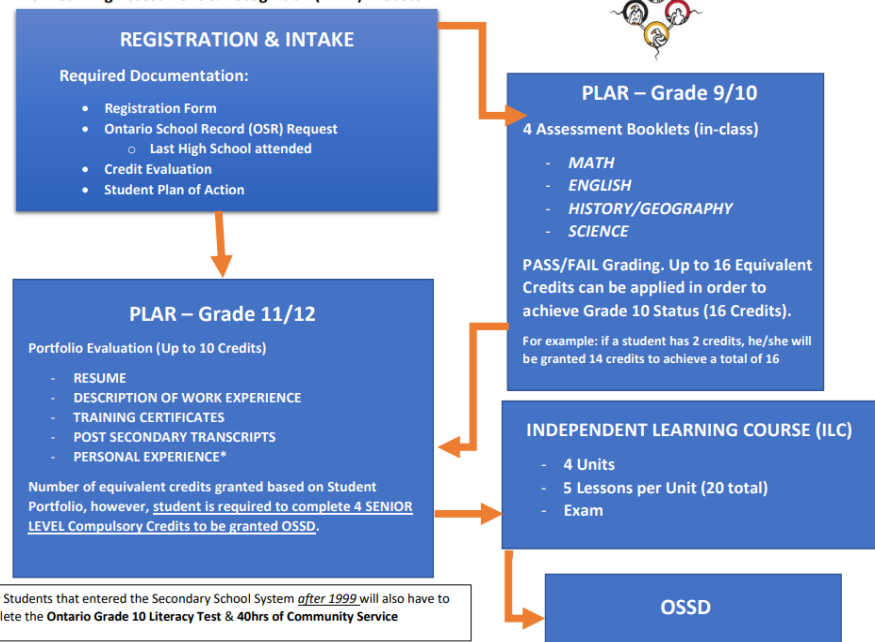
www.aets.org/LMI



Each First Nation community is also offering draws, lotteries and other prizes for those that participate in the survey.

Collaborations – Continuing Education:

Biigtigong Nishnaabeg Endzhi-gkinoohmaading Private High School
Prior Learning Assessment & Recognition (PLAR) Process



GET YOUR HIGH SCHOOL DIPLOMA

Anishinabek Employment and Training Services (AETS) with Biigtigong Nishnaabeg Endzhi-gkinoohmaading Private High School is offering **FREE** high school credited courses throughout the academic year.

APPLY WITH US TODAY!

Land-Based Course (IDC40)

This credited course will be led by elders, knowledge keepers and Indigenous artists. The course will include attending Biigtigong Nishnaabeg's moose camp, fish hide tanning, and creating Indigenous art.

START DATE:

September – October 2023

Grade 9–12 Independent Learning

- Classes ongoing
- Enroll at any time
- Prior Learning Assessment and Recognition (PLAR) process
- Independent and in-person classes
- One-to-one tutoring available

START DATE:

Ongoing

Entrepreneurship Course (BDI3C)

This credited course is designed for Indigenous entrepreneurs to recognize opportunities, generate ideas, and start a small business to create employment.

START DATE:

October – December 2023

OTHER SUPPORTS

Laptop Loan Program
Rocket Hub Loan Program
Career and Guidance Specialist
Cultural Teachings

TO APPLY:

EMAIL: teacher@aets.org
TEL: (807) 346-0307 ext. 212
TOLL FREE: (866) 870-2387



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Biigtigong Nishnaabeg
Endzhi-gkinoohmaading Private High School
Connecting Ancestral Knowledge and Traditions with Modern Skills

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FOR MORE INFORMATION:

www.aets.org/education

Tel: (807) 346-0307 / Toll Free: (866) 870-2387



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Collaborations - Elder in-Residence Program:

- The Elder in Residence offers support and guidance for clients continuing their education and training for careers and is a resource for supporting client personal growth. The Elder role also includes offering teachings for clients, staff, and others that:
 - Enhance the Cultural Perspective
 - Build Relationships with both the Indigenous and Non-Indigenous Community
 - Promote Awareness of Culture and Traditions
 - Address Social and Cultural Issues
 - Provide a Mentor/Role Model
 - Promote Harmony.
- An Elder in Residence is available to meet with a Job Seeker Client in person or virtually, and can be scheduled by speaking with the AETS Administrative Assistant at 807-346-0307 or via email at aets@aets.org



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Collaborations - Elder in Residence Program...cont'd:



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Collaborations – Office Cultural Enhancements including...



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Collaborations – Employer Services:

Interested in Hiring?

Recruit leading-edge candidates through our free online AETS Job Posting Service!

Emailing your job
posting to:
jobs@aets.org

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

Submitting your job
posting via:
www.aets.org/portal-employers



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Collaborations – Employer Services:

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.



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Miigwetch!

Contact Information:

Anishinabek Employment & Training Services

523 Algoma Street North
South Wing, Box #4, 3rd Floor
Thunder Bay, Ont., P7A 5C2
(former Dawson Court Home for the Aged)

250 Park Avenue
Suite 210 within Goods & Co.
Thunder Bay, Ont., P7B 1C2
(former Eaton's Building)

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