

**EDUCATION ▶ TRAINING ▶ EMPLOYMENT**



# **AETS**

**Anishinabek Employment  
and Training Services**

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**Session:** Introduction

**Date:** July 2022

**Location:** AETS Virtual Presentation

**Presented by:** John DeGiacomo, Executive Director

# AANIIN BOOZHOO WAACHIYAA BINVNU SHÉ:KON TUNNGASUGITSI

Welcome أملاك Bienvenue 欢迎 Benvenuto خوش آمدید Bienvenido ਬਦਲਕਰਮਦ  
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. 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 - Current
9. Collaborations
10. Contact Information



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## AETS Overview:

- 25<sup>th</sup> year of assisting First Nation Citizens to stay in or re-enter the labour force
- Established in 1997 and Incorporated in 2009
- Acted as a Local Delivery Mechanism (LDM) under the Union of Ontario Indians (UOI) Anishinabek Nation ASET Agreement Holder until July 1, 2019
- Approved as a stand alone [ISET Agreement Holder](#) with Canada as of July 2, 2019
- One of 22 ISET Agreement Holders in 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 8,500 First Nation Citizens



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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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# 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 (KKETS)
  - Metis Nation of Ontario
  - Ontario Federation of Indian Friendship Centres (i.e.: Thunder Bay Indigenous Friendship Centre)
  - Shooniyaa Wa-Biitong (Grand Council Treaty # 3)
  - Sioux Lookout Area Aboriginal Management Board (SLAAMB)
  - Tungasuvvingat Inuit
- 22 Ontario ISET Program Agreement Holders in [Ontario](#)
- 110 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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# Creating a Culture of Learning and Inclusion for Job Seekers and Employers in the Thunder Bay Public Library – Waverley Community Hub:



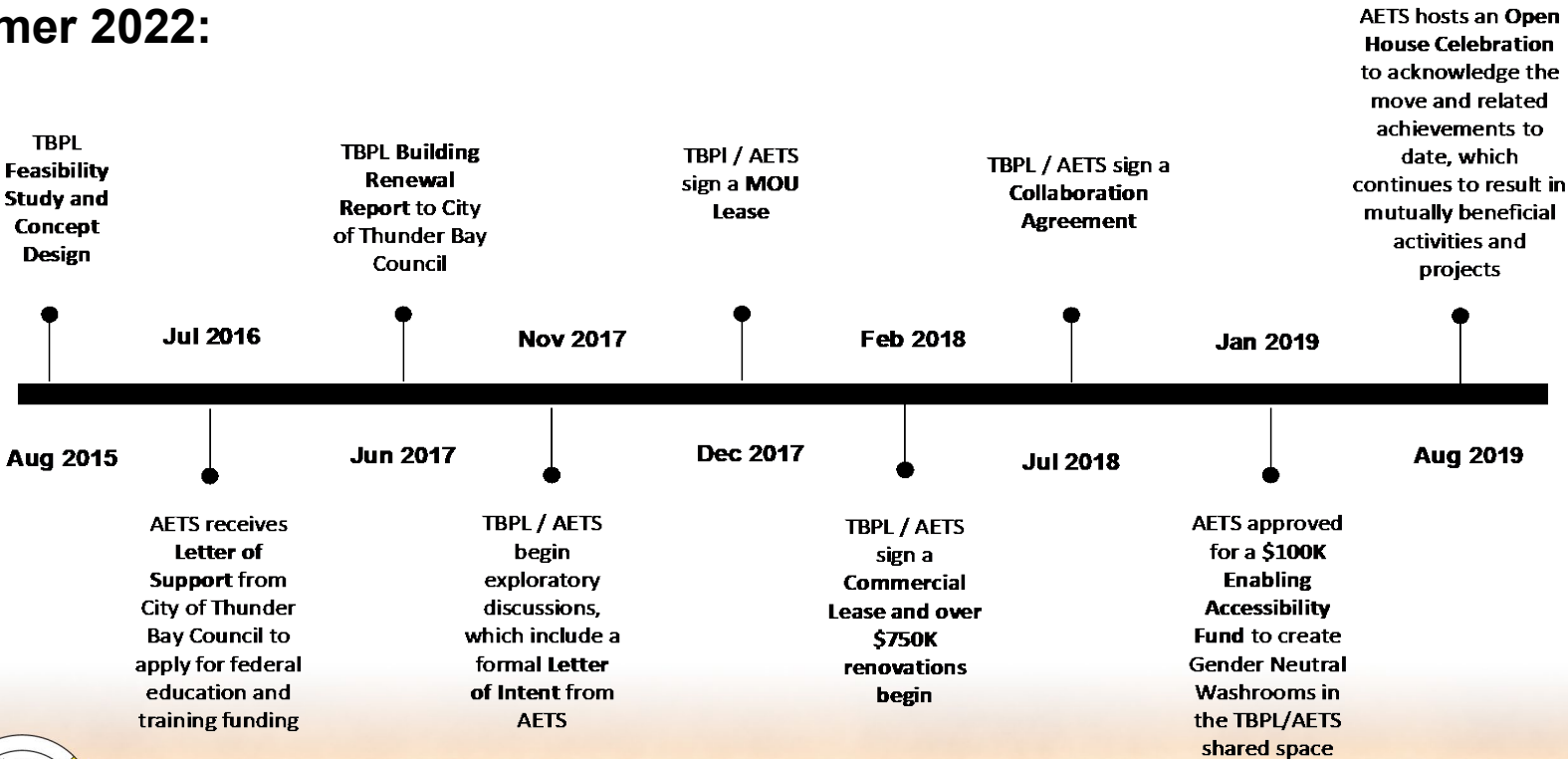
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# Creating a Culture of Learning and Inclusion for Job Seekers and Employers in the Thunder Bay Public Library – Waverley & Brodie Community Hub as of Summer 2022:



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# Creating a Culture of Learning and Inclusion...cont'd:

- The Aboriginal Population in Canada is young and growing:
  - Total Aboriginal population in 2016: **1,673,785**  
(4.9% of Canada's total population)
  - Growth (2006 to 2016) **+42.5%**
  - Average age: **32.1 years**  
(almost a decade younger than the non-Aboriginal population)



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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:

- 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:

## SUPERCOM TRAINING STRATEGY

East West Transmission Line ~ Northwestern Ontario



 SUPERCOM  
Industries



 Confederation  
COLLEGE

- East-West Tie Transmission Project identified in 2010 Long Term Energy Plan
- Project needed by Ontario Power Authority to supply NW Ontario
- 230 kilovolt transmission line Wawa to Thunder Bay
- Construction involves over 1000 person years of employment
- Six Indigenous communities within project area, opportunities for training and mobilization of local Indigenous skilled workforce
- 'SuperCom' manages interests of the six communities
- Collaborative strategy Confederation College, Anishinabek Employment and Training Services (AETS) and SuperCom

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# Initiatives...sampling of Supercom East West Transmission Line:



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# Initiatives...sampling:

Current:

- Ongoing Indigenous Skills Employment Training...
  - [ISET Programs \(Client & Project\)](#)
  - [Services \(Job Seeker Clients & Employer Clients\)](#)
  - [Off-Road Tire Technician Training - Inquire Now!](#)
- Labour Market Information (LMI) and Skills Inventory Survey - On & Off Reserve:
  - [LMI Survey including annual financial Incentives - Inquire Now!](#)
- Mino Bimaadziwin - 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 – Inquire Now!](#)
- **ACTIVE PROGRAMS:**
  - **Food Services Worker Training Program 2022 (12 Seats) – Starting Late May**
  - **Pre-Apprenticeship Training Program 2022 - Carpentry/Welding (24 Seats) – Summer & Fall Delivery**
  - **Try a Trade Training 2022 Program - Carpentry/Electrical/Welding (12 Seats) – Starting Summer**
  - **Computer Digital Literacy Program for Elders – Starting Summer 2022**



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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?

- \$10 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:**

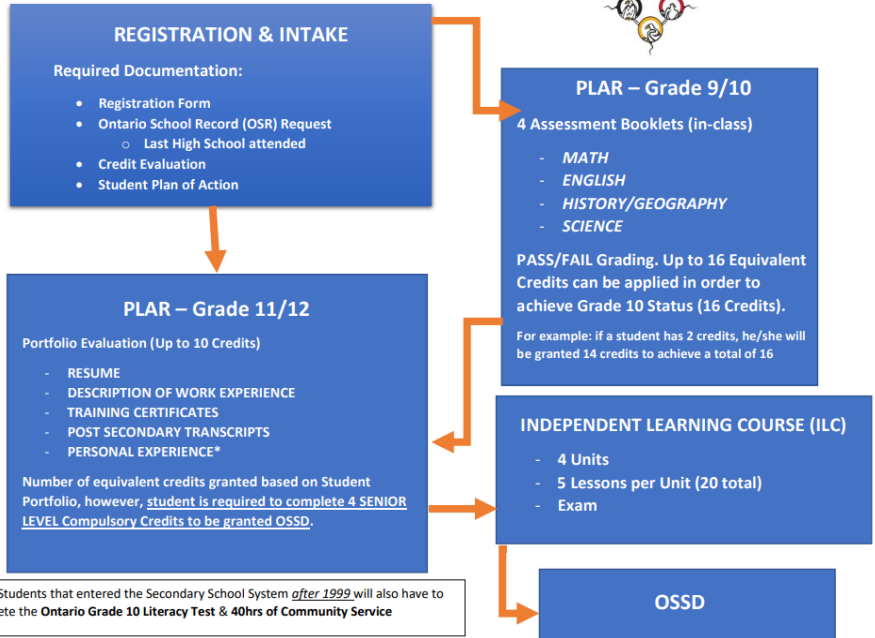
[www.aets.org/LMI](https://www.aets.org/LMI)



*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**

Anishnabek Employment and Training Services (AETS) with Biigtigong Nishnaabeg: Endzhi-gkinoohmaading Private High School is offering free credit course(s) leading to an Ontario Secondary School Diploma.

**APPLY TODAY FOR THESE COURSES!**

**Land-based Learning (IDC30)**  
Connecting ancestral knowledge and traditions with modern skills.  
**Application Deadline:**  
Monday February 28, 2022  
**Start Date:**  
April-May 2022

**Grade 9-12 Independent Learning**  
• Classes on-going to June 2022  
• Enroll at any time.  
• Prior Learning Assessment and Recognition (PLAR)  
(A formal evaluation and credit-granting process for mature students to obtain credits for prior learning.)  
**Apply Today!**

**Grade 12 English (ENG4C)**  
Classes on-going to June 2022



**NEED A LAPTOP?**  
TECHNOLOGY LOANS ARE AVAILABLE.

**TO APPLY:**  
EMAIL: [teacher@aets.org](mailto: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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Tel: (807) 346-0307 Toll Free: 1-866-870-AETS

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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 and can be scheduled by speaking with the AETS Administrative Assistant at 807-346-0307 or via email at [aets@aets.org](mailto: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](mailto:jobs@aets.org)

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

Submitting your job  
posting via:  
[www.aets.org/portal-employers](http://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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# Collaborations – Indigenous Works Inclusion Continuum

## 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*



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# Collaborations – Indigenous Works Employer of Choice Certification

## Navigating Indigenous Employment

- Foundations and Baseline Products: <https://indigenousworks.ca/en/navigating-employment/about-program/foundations-and-baseline>
- Attraction and Talent Pipeline Product: <https://indigenousworks.ca/en/navigating/about-program/attraction-and-talent-pipe-line>
- Cultural Safety and Competency Products: <https://indigenousworks.ca/en/navigating/about-program/cultural-safety-and-competency>
- Recruitment, Retention and Advancement Products: <https://indigenousworks.ca/en/navigating-employment/about-program/recruitment-retention-and-advancement>
- Measurement and Reporting Products: <https://indigenousworks.ca/en/navigating/about-program/foundations/measurement-and-reporting>

## Indigenous Works' Employer of Choice Certification Program

- <https://indigenousworks.ca/en/certification>
- <https://indigenousworks.ca/en/certification/fees>



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# Collaborations – Employer Services Engagement Opportunities:

- Part I - Indigenous Workplace Inclusion Community Events: Strategies Moving Forward Fall 2017 <https://youtu.be/sEmzt3YSnqo>
- Part II Virtual Improv Indigenous Workplace Inclusion Event March 25, 2021
- Part III Virtual Improv Indigenous Workplace Inclusion Event March 24, 2022



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# Collaborations – Thunder Bay Anti-Racism and Inclusion Accord



- The Thunder Bay Chamber of Commerce is committed to answering the Truth and Reconciliation Commission of Canada's Call to Action #92: Business and Reconciliation.
- To guide the Thunder Bay Chamber of Commerce in putting action to the above commitments, the Anti-Racism & Inclusion Committee was established, and the Terms of Reference were approved on April 9, 2019.



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# Collaborations – Thunder Bay Anti-Racism and Inclusion Accord



On March 1, 2019, the Thunder Bay Chamber of Commerce became a signatory to the [Thunder Bay Anti-Racism and Inclusion Accord](#), some of which states:

***We, the undersigned, are committed to put into action commitments established by the Thunder Bay Coalition for Anti-Racism Inclusion (Coalition), which consists of organizations, groups, and individuals in Thunder Bay. This Accord is intended to be a living document that is not a single-time event, but an ongoing responsibility accepted by the undersigned who, through collaboration and mutual respect, commit to establish goals and report on successes.***

***We acknowledge that Thunder Bay is built on the traditional territory of Fort William First Nation, signatory to the Robinson-Superior Treaty of 1850. It is a city where diverse Indigenous Peoples have taken residence. Immigrants, from multi-generational to newcomer, have also chosen to reside in the city. Thunder Bay has a history that includes European settlement and colonization. In recognition of its diversity, we aspire Thunder Bay to be a protective and inclusive environment for all.***



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<https://youtu.be/9I51DOSKuZQ>

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# AETS

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## Contact Information:

### Anishinabek Employment & Training Services

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P7B 1A9

216 Brodie Street South  
Thunder Bay Ontario  
P7E 1C2

Tel.: (807) 346-0307

Fax: (807) 346-0310

Toll Free: 866-870-AETS (2387)

Email: [aets@aets.org](mailto:aets@aets.org)

Website: [www.aets.org](http://www.aets.org)

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