



AETS

25 YEARS | 1997-2022



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 organization's 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 communities' history and culture.

Respect is given to each of the AETS First Nation member communities, and is inclusive of each respective traditional practice.

Message from the AETS Board President

Boozhoo,

This year, Anishinabek Employment and Training Services is celebrating 25 years of dedication to our clients and member First Nations; this is reflected in our vision, mission, and cultural principles here at AETS. 25 years of dedication towards a skilled Indigenous workforce. We are here today to celebrate the successes of our clients.

I would like to say Miigwetch to our founding Board Members who, without them, we would not be here today celebrating this important milestone. I would also like to say Miigwetch to our Elders for their guidance. Over the past two and half decades we have assisted clients with many employment related services. In this report, you will read our statistics and quotes from many successful AETS clients.

We wish to express gratitude to our dedicated Board members, the hard working staff, and member First Nations. In 2020-2021, a pandemic year, AETS clients received an 83% success rate in finding employment, self-employed, or returning to school.

We will continue working together for greater success, moving our people forward.

Sincerely,

Sharon Ostberg, Board President





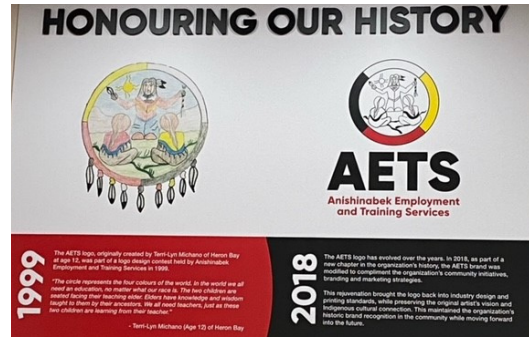
Message from the Executive Director

Anishinabek Employment and Training Services (AETS) has and continues to have success with organization, program and service accomplishments in the last twenty-five years. The successful accomplishments are a result of the past and present nine North of Superior First Nation Chiefs as well as Board of Directors governance, which provides the necessary direction to management and staff for effective and efficient operations. I have been with AETS for just over twelve and a half years, with earlier predecessors building a strong foundation that continues to grow through the leadership of the nine First Nation Chiefs and Board of Directors.

A variety of new offerings and breakthrough ideas have been implemented over the years, and I am sharing a few that demonstrate how collectively AETS has made change for the better including...

- Delivering demand driven training programs and services focused on the First Nation Citizens from the nine-member Northern Superior First Nations
- Becoming the newest Indigenous Skills Employment & Training Agreement Holder in NW Ontario (as of July 2019), due to growth and focus on increasing the skill and employment levels among First Nations
- Continuing a 5 Year growth in revenue with over \$4 million in the last 3 years
- Averaging over 400 Job Seeker & Employer clients served annually with 80% completion rates
- Conducting tailored Labour Market Information surveys (over 1,300 to date), to help identify workforce gaps to create training to employment programs
- Supporting Indigenous Learners (18+), to secure academic credits towards a high school diploma at no cost including Class/Independent or Land based learning with supports to facilitate learner success
- Providing cultural supports including an Elders in Residence, Digital Literacy, and Aboriginal Leadership Program
- Establishing initiatives to help those living in poverty: Cell Phone Path to Employment, Laptop Loaner Program, Internet Connectivity Loan Program
- Allocating a network investment in First Nations for internet satellite accessibility & Smart Board Monitors
- Supporting Diversity Thunder Bay to raise awareness about effective diversity strategies for local organizations
- Delivering free workshops (Inspiring Laugh to Inspire Change) to employers with Magnus Theatre & Indigenous Works and an Indigenous-led comedy troupe to improve Indigenous workplace inclusion

Message from the Executive Director Cont.



Each of the above two culturally based foundations are reflected in public/office art and AETS's logo as well as through the work of inclusive staff who strengthen cultural continuity and inspire leaders and business interested in shared northern development mindful of reconciliation and living a good life.

As a result of the Board of Director's Annual Planning Meeting, the following four pillars (or CROP) of the Strategic Plan will help evolve AETS past this 25th Anniversary Year;

- Client Focused: Maximize client centred programs and services
- Results Driven: Have results driven performance measures engrained in AETS systems and procedure that match own success criteria and funders
- Organizational Capacity: An effective human resource and program resource to meet needs of clients, and be an effective regional contributor to employment, career development and quality of life
- Partnership: To have a robust relationship with those who can promote and support AETS in its mandate.

I am happy to share that AETS is just as committed to an inclusive future today as in the past, particularly related to helping change the conversation with employers about Indigenous Peoples in the workforce as we are all Treaty People. The organization continues to evolve with collaborations and partnerships in the region, which together will help ensure an even greater impact with tailored programs and services for First Nation Citizens. A special word of thanks to those past and present AETS First Nations Chiefs, Board Members and Staff who have each helped AETS evolve to provide guided education and training pathways towards employment.

Thanks,

John DeGiacomo, Executive Director

Honouring our Elders in Residence

Betty Toth, Red Rock Indian Band
Christine Hardy, Biinjitiwaabik Zaaging Anishinaabek
Cynthia & Art Fisher, Biigtigong Nishnaabeg
David & Carol Desmoulin, Biigtigong Nishnaabeg
Hazel Sinoway, Kiashke Zaaging Anishinaabek
Jack Achneepineskum, Pays Plat First Nation
Jerold & Patricia Desmoulin, Biigtigong Nishnaabeg
Laverne Lewis, Michipicoten First Nation
The Late Linus Kwissiwa, Netmizaaggamig Nishnaabeg
Marie McWatch, Netmizaaggamig Nishnaabeg
Marilyn Netemegsic, Red Rock Indian Band

Mary Gladys Belmore, Kiashke Zaaging Anishinaabek
Mary Niemi, Kiashke Zaaging Anishinaabek
Nils Toset, Kiashke Zaaging Anishinaabek
Norma Fawcett, Red Rock Indian Band
Paul Cheesequay, Animbiigoo Zaagi'igan Anishinaabek
Phyllis Michon, Bingwi Neyaashi Anishinaabek
Stan & Alice Nabigon, Biigtigong Nishnaabeg
Theresa Morriseau, Biinjitiwaabik Zaaging Anishinaabek
Tim Hardy, Biinjitiwaabik Zaaging Anishinaabek
The Late Vera Shaganash, Netmizaaggamig Nishnaabeg





Seven Sacred Teachings

AETS has learned through the leadership synergies of the Robinson Superior First Nation communities, who are and continue to be instrumental to inspire leaders and businesses by demonstrating/sharing values reflected in the following sacred teachings:



- To cherish knowledge is to know **wisdom**;
- To know **love** is to know peace;
- To honour all of creation is to have **respect**;
- **Bravery** is to face the foe with integrity;
- **Honesty** in facing a situation is to be brave;
- **Humility** is to know yourself as a sacred part of creation;
- **Truth** is to know all of these things.

“The Mishomis Book”

These seven principles are teachings on conduct towards others and taught through shared public/office art as adopted by AETS as a cultural foundation.

Another example of addressing a knowledge gap of building relationships, is through inclusion events guided by the Four Directions of the Medicine Wheel. The Medicine Wheel is represented by colours of yellow, red, black, and white. Each compass direction on the wheel offers lessons and gifts that support the development of a balanced individual. The idea is to remain balanced at the center of the wheel, while developing equally the physical, mental, emotional, and spiritual aspects of one’s personality.



Original Staff

Donna Beck, Executive Director
Joe Donio, Project Officer
Nancy Bouchard, Project Officer
Heidi Strobl, Employment Counsellor



Current Staff

Adrienne Vandahl, High School Teacher
Bonnie Cordone, Employment Officer
Chantel Nowegijick, Liaison Officer, Carpentry & LMI
Cheryl Bailey, Finance Manager
Daniel Beals, High School Teacher
Hailey Currie, Student Advisor
Hannah Nash, Student Advisor
John DeGiacomo, Executive Director
Jordan Rousselle, PATP - Project Co-ordinator
Judy Currie, Finance Officer
Kathleen Maletta, Operations Manager

Leslie MacGregor, Continuing Education - Program Administrator
Liberty Gorman, Employment Advisor, LMI
Lorraine Keough, Employment Advisor, LMI
Marco Lombardo, Systems Advisor
Mark Jeffery, Employment Advisor, LMI
Melissa Scholz, LMI & Skills Inventory Project Co-ordinator
Nancy Bouchard, Programs (ISET) Manager
Stephen Hui, Systems Officer
Winter McCrady, Liaison Officer, Health Sector & LMI



Animiigoo Zaagi'igan Anishinaabek
(Lake Nipigon Ojibway)



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)



Pawgwasheeng
(Pays Plat First Nation)



Red Rock Indian Band

Founding Members

Jim Mishquart, Biinjitiwaabik Zaaging Anishinaabek (formerly Rocky Bay First Nation)
 The Late Byron LeClair, Biigtigong Nishnaabeg (formerly Ojibways of the Pic River First Nation)
 Chief Oliver Poile, Kiashke Zaaging Anishinaabek (formerly Gull Bay First Nation)
 Franco Crupi, Michipicoten First Nation
 Norm Jaehrling, Netmizaaggamig Nishnaabeg (formerly Pic Mobert First Nation)
 The Late Chief Marcel Potan, Red Rock Indian Band

Current Board of Directors

Sharon Ostberg (President): Biigtigong Nishnaabeg
 Jordan Hatton (Vice President): Bingwi Neyaashi Anishinaabek
 Hugh King (Secretary/Treasurer): Kiashke Zaaging Anishinaabek
 Christine Lewis: Michipicoten First Nation
 Donna Sutherland: Netmizaaggamig Nishnaabeg
 Joe Donio: Animiigoo Zaagi'igan Anishinaabek
 Jolene Cote: Red Rock Indian Band
 Ray Nobis: Biinjitiwaabik Zaaging Anishinaabek
 Vanessa Bouchard: Pays Plat First Nation



Milestones of Anishinabek Employment and Training Services 1997-2022

The 1990's

- 1997** AETS was founded.
The Business Plan is constructed.
- 1998** AZA (Lake Nipigon) requested partnership with AETS.
Staff training through Strategic Economics (delivered by Lakehead University).
First summer student began at AETS.
- 1999** AZA is accepted into AETS list of partner communities.
Aboriginal Human Resource Development agreement (AHRDA 1) signed with Union of Ontario Indians.
Terri-Lynn Michano (aged 12) designs the AETS logo.
Delivered conference in the first co-operation with all regional LDMs.
Carpentry Program initiated.
Client and Project-based information is inputted into a digital database.
AETS hired first Administrative Assistant.
Re-located from Hydro building to Camelot Street.

The 2000's

- 2000** Pays Plat First Nation joins AETS list of partner communities.
AETS assisted with the opening of Dennis Franklin Cromarty School.
Entrepreneurial Development Program is initiated.
- 2001** Client Access Database is created.
Business Information Officer position is created.
Bookkeeper hired to maintain growing financial assets.
First long-term business planning session.
- 2002** Web-Arolink set up to verify EI eligibility for clients for Fee Payor Program.

Milestones of Anishinabek Employment and Training Services

1997-2022

Official partnership with Ontario Native Women's Association (ONWA) begins.

Official partnership with Ontario Works.

Workplace Violence and Anti-Harassment Policy is instituted.

2003

Partnership with North Superior Training Board begins.

Partnership with March of Dimes and the Aboriginal Disabilities Program.

AETS has explicit involvement with the Connect Ontario Project.

AETS website begins development.

2004

Installation of computer and internet hubs in all partner communities (Connect Ontario).

AETS website is up and running.

AETS acquires toll-free number.

Small Business Equity Grant Program is implemented.

First official involvement with Academic Upgrading.

AETS makes a bid for independence from the umbrella of Union of Ontario Indians.

Aboriginal Human Resource Development Agreement (AHRDA 2) signed with Union of Ontario Indians.

2005

New AHRDA Agreement.

Expansion of Service Canada partnership.

2006

Adjustment Action Summit.

Expansion of Dilico partnership.

Co-operation with Youth Employment Services (YES).

HRSDC Case Study.

2007

New Partnership with Lakehead School Boards.

New AHRDA Agreement is approved.

AETS Disaster Contingency Plan is formed.

Milestones of Anishinabek Employment and Training Services

1997-2022

- 2008** Partnership with Lakehead University as representative in Ogimaawin Indigenous Governance Council. Skills Link Program is implemented.
First national conference focused on Aboriginal recruitment, enhancement, and retainment.
Involvement with Northwestern Ontario Aboriginal Youth Achievement and Recognitions Awards.
- 2009** Seat on the Thunder Bay Aboriginal Interagency Council (AIC).
Expansion of Thunder Bay Indian Friendship Centre partnership.

The 2010's

- 2010** Aboriginal Skills and Employment Strategy (ASETS) signed with Unions of Ontario Indians.
MOU signed between College and AETS to co-operate with training projects.
- 2011** Bingwi Neyaashi Anishinaabek (Sand Point) requests partnership with AETS.
AETS moves to Park Ave location.
- 2012** BNA is accepted into the AETS list of partner communities.
PRC meetings determine strategy for expansion and long-term planning at AETS.
- 2013** Wasaya Airlines Training Program partnership is established.
New partnership with OTEC (Ontario Tourism Education Corporation).
- 2014** Union of Ontario Indians supports AETS in becoming a stand-alone ASETA holder.
John DeGiacomo promoted to Executive Director.
- 2015** Aboriginal Online Career Network established.

Milestones of Anishinabek Employment and Training Services

1997-2022

- 2016** Partnership with Aboriginal Apprenticeship Board of Ontario (AABO).
The AETS Property Management Corporation was formed via a Limited Partnership and unanimous shareholder agreement.
- 2017** Database Project progresses with Sencia Canada to replace Aboriginal Skills Database system and continue to expand online careers and job seeker profiles.
Workplace Inclusion Event.
Seven Sacred Teachings Award established in honour of The Late Vera Shaganash.
- 2018** Strategic Alliance with Indigenous Works
Thunder Bay Chamber of Commerce membership.
Logo modernized, maintaining Terri-Lynn's original vision of cultural values.
Community Hub Initiative (Service Delivery Enhancement).
- 2019** Relocation to Waverly Library.
Open house outdoor event.
Anti-Racism and Inclusion Accord.
New Strategic Plan devised: CROP.
AETS becomes an independent ASETA holder.
ISET Status established.
Minister Romana visits AETS.
Lieutenant Governor of Ontario - Elizabeth Dowdeswell visits AETS

The 2020's

- 2020** TbayTel partnership for Cellphone Path to Employment.
Virtual Improv Indigenous Workplace Inclusion Events.
- 2021** Brodie Hub established.
New Strategic Plan (CROP) is implemented.

Acknowledgements of Past Board of Directors listed by First Nation

Animbiigoo Zaagi'igan Anishinaabek

Chief Yvette Metansinine 1999-2000

Jerry Estey 2001

Joe Donio 2002-Present

Biigtigong Nishnaabeg

The Late Byron LeClair 1997-2009

Marian Rousselle 2001

Marian Turgeon 2007

Liz Michano 2010-2015

Sharon Ostberg 2016-Present

Biinjitiwaabik Zaaging Anishinaabek

Jim Mishquart 1997-2000

Laura Lesperance 2001-2005

Heather Lesperance 2006-2009

Myles Becker 2017-2018

Micheal Hardy 2019-2021

Ray Nobis 2010-2016 & Present

Bingwi Neyaashi Anishinaabek

Rhonda Prystanski 2012

Leona Clarke 2012

Line Clarke 2013

Celine Belleau 2014-2015

Jeff Robert 2015

Jordan Hatton 2016-Present



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)

Acknowledgements of Past Board of Directors listed by First Nation

Kiashke Zaaging Anishinaabek

Chief Oliver Poile 1997-2002
Roderick Wigwas 2011-2012
Hugh King 2003-2011 & 2013- Present

Michipicoten First Nation

Franco Crupi 1997-2001
Linda Peterson 2002-2007
Lynn Lavigne 2008-2016
Chris Buckell 2017-2018
Aaron Bumstead 2019-2020
Lisa Belanger 2020-2021
Jessica Labranch 2021-2022
Christine Lewis - Present

Netmizaaggamig Nishnaabeg

Norm Jaehrling 1997-1999
Marlene Sabourin 2000-2004
Wayne Sabourin 2005
Linda Gilbert 2006
Chief Jeff Desmoulin 2007
Howard Twance 2007
The Late James Kwissiwa 2008-2009
Donna Sutherland 2010-Present

Pays Plat First Nation

Doug Moses 2001-2003
Chief Raymond Goodchild 2004-2007
Donna Heinamaki 2004-2007
Chief Xavier Thompson 2008-2009
Darlene Morriseau 2010-2015
Vanessa Bouchard 2016-Present

Red Rock Indian Band

Chief Marcel Potan 1997-2000
Angela Mcleod 2001-2002
James Wawia 2001 Alternate
Angela Pitre 2003-2006
Mandy Perkles 2010-2013
Judy Wawia 2014-2015
Kristine Metansinine-Baccar 2008-2010 & 2015
Mathew Dupuis 2016-2018
Joanna DeCicco 2019
Shannon Michele-Ruth 2019-2021
Jolene Cote 2021-Present



Kiashke Zaaging Anishinaabek
(Gull Bay First Nation)



Michipicoten First Nation



Netmizaaggamig Nishnaabeg
(Pic Moberg First Nation)

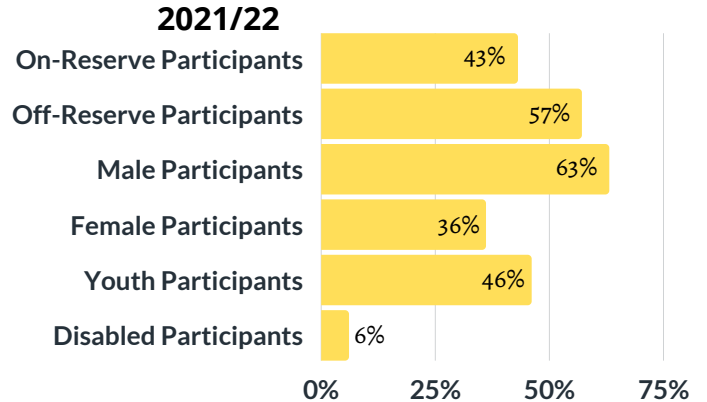
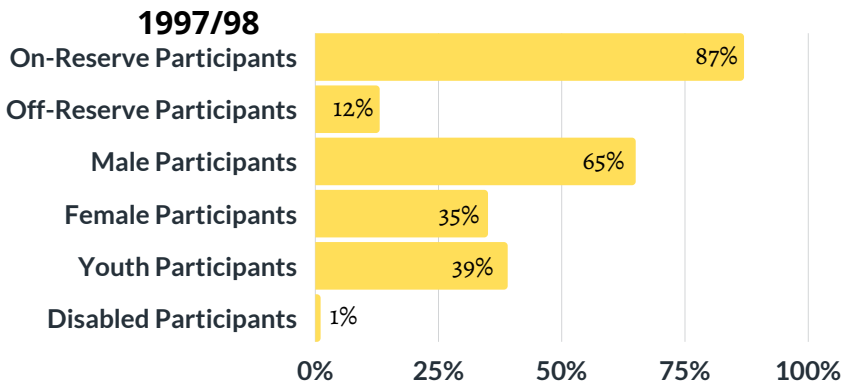
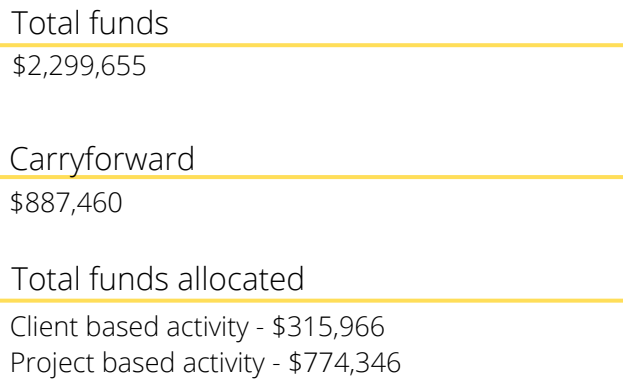
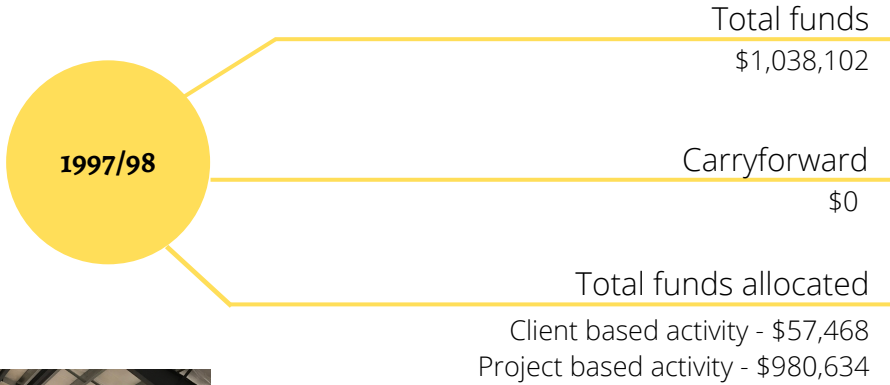


Pawgwasheeng
(Pays Plat First Nation)



Red Rock Indian Band

Indigenous Skills & Employment Training Services Intervention Activity Summaries



ACTION PLAN OUTCOME	1997/98	2021/22
EMPLOYED	43%	49%
SELF-EMPLOYED	1%	2%

Special Projects -Over 20 Million in External Non-ISET Funding

- 2009** - ENABLE Project (funded by Service Canada) established
- 2010** - Mining Essentials Program initiated (funded by MTCU and Assembly of First Nations)
- 2011** - ENABLE Project successfully completed
- Federal funding approved for new INAC projects
- 2012** - Ready-to-Work Program is developed
- Numeracy/Literacy Pilot Program is implemented (tested in Pic River and Pic Mobert)
- 2013** - Evaluation and improvement of Carpentry certificate program
- 2014** - SAYbiz Program is implemented to create opportunities for summer students
- 2015** - SAYbiz concludes, program successfully ends with 17-18 graduated with distinguished impacts made in their communities
- Construction Crafts Worker (CCW) program implemented
 - Wasaya Training Program has 18 successful graduates
 - Pre-apprenticeship Training with local Carpenters' Union established
- 2016** - PREP (Pre-employment and Education Pilot Project) developed to increase Indigenous employment through education (academic upgrading and TOWES)
- 2016 cont.**
- Personal Support Worker (PSW) program
 - Food Service Worker (FSW) Program begins
 - Mino Bimaadiziwin Partnership Project proposed
- 2017** - Mino Bimaadiziwin Partnership Project approved \$8.6 million funding for multiple ventures for three and a half years, including Education Services and Supercom Project
- 2018** - Educational Services Agreement with Pic River High School (delivering OSSD and PLAR courses as well as Land-Based curriculum development)
- Supercom Services delivery partnership had 291 participants
- 2019** - Approval for multiple programs, including Forestry, Mechanized Harvesting, Industrial Millwright, Mechanical Engineering, Line Crew/Line Cutting, and Saw Mill Worker
- Elder's Basic Computer Literacy Program is implemented (New Horizons)
 - ILMI Project established, with funding approved for three years
- 2020** - Aboriginal Leadership Program
- Employer Advisor Training for Community outreach (and ILMI Project)
 - Laptop Loan Program established
 - OTF funding for System Innovation Stream to improve high school grad rates and employment rates
- 2021** - MIA Workforce Development Agreement for Drywall PATP and Employment Advisors

Successful Client Quotes

"I am gainfully employed as a 'Miner 4' at Musselwhite Mine as of March 22, 2007. It's the starting position but there is plenty room for advancement. I am two weeks on and two weeks off. I absolutely love it, so much to learn, the pay is awesome, and who doesn't like to blow stuff up?"

2007 K. Shchepanik - Miner 4 - Animbiigoo Zaagi'igan Anishinaabek



K. Shchepanik

"The financial independence, the sense of accomplishment, and being able to do what I like had made this a great time in my life. I hope one woman's story can help someone out there who is hesitating. Just do it!"

2007 P. Souliere - Carpenter - Michipicoten First Nation

"AETS made it possible for me to be employed with AZA. It gave me the opportunity to be involved with planning and development of a whole new community. Life couldn't get any more exciting and challenging than that!"

2008 A. Sasines - Community Planning Assistant - Animbiigoo Zaagi'igan Anishinaabek

"Everyone needs a mechanic. Apprenticeship training would provide access to well-paying jobs that demand high level skills, judgement and creativity."

2008 R. McCauley - Heavy Equipment Mechanic - Kiashke Zaaging Anishinaabek

"I had to overcome that obstacle of having not being in a classroom for several years and knowing that I hadn't graduated from high school made it more challenging and rewarding to finish something. I enjoy the flexible hours and that you can be self reliant to complete tasks without constant supervision."

2008 M. Anakons - Heat & Air Conditioning Technician - Animbiigoo Zaagi'igan Anishinaabek

At first, I had to overcome getting over the claustrophobic feeling I felt working underground. After a few weeks, my mind and body adjusted to working below surface in this dark environment. This job is steady and close to home, about 12-15 minute drive. What can be better than that?"

2009 L. Lapham - Underground Mining Nipper - Michipicoten First Nation

"I went on to achieve my AZ truck driver license and today am employed with Lock City Dairies. I operate a tractor trailer delivering milk products, pizza sauce, and cheese to various grocery stores in and around Sault Ste Marie. My three shifts per week give me 40 hours of pay, enabling me to save for my future goals."

2009 m. Wardell - AZ Truck Driver - Michipicoten First Nation

"I am glad to say that I have made the right choice to become a Correctional Officer. Not only is the work satisfying, there is a lot of training and room for advancement."

2009 K. Fugere - Correctional Officer - Netmizaaggamig Nishnaabeg

"I love my job, it's a job where I go to work and love what I am doing. I hope to move forward in the future by promoting the recruitment of Aboriginals into future training programs."

2009 S. Bouchard - Correctional Officer - Pays Plat First Nation



Correctional Officer Graduation

"I finally have a decent and professional job wearing a uniform and taking pride in my work. I work with good people and I also try to help some of the inmates by offering advice when I can."

2009 M. Parsons - Correctional Officer - Red Rock Indian Band

"I enjoy working for SRH because of the support and guidance I receive on the job to assist my transition from student to professional."

2009 J. Cooke - Registered Nurse - Biigtigong Nishnaabeg

"I was surprised to discover the skills I had and didn't know about them before. I also realized I have a high stress tolerance level, I am very organized, and love working with numbers."

2010 V. Peunish - Accounts Payable Clerk - Netmizaaggamig Nishnaabeg

Successful Client Quotes

"AETS gave me the support and direction I needed. They even followed up with me after to see how the new job was."

2011 R. Nault - Diamond Driller Helper - Red Rock Indian Band

"It was a huge learning curve for me. I still learn something new everyday in my new position. I have a great working environment, great co-workers, and am so busy, there are not enough hours in the day."

2011 T. Haskell - Band Administrator - Red Rock Indian Band

"Sometimes it's difficult to see past the present, but if you can put things in perspective and look down the road even a little bit, chances are it will make the here and now a whole lot easier. Short term pain for a long term gain. This program is the greatest training I've ever participated in."

2011 G. Hephner - Surface Diamond Driller Helper - Red Rock Indian Band

"The support I received both financially and mentally from AETS helped contribute to my success by allowing myself not to stress about bills/money for my family while in school equals more time for study and better grades."

2011 R. Sasines Jr - Ironworker - Animbiigoo Zaagi'igan Anishinaabek

"I am pleased with the level of service I received while accessing the Resource Centre and positive reinforcement I received over the phone and when dealing one on one with staff. I like working with different people and the unknown of where my employer is going to send me. I like continuously learning new techniques to accomplish difficult tasks, which makes for a very exciting career and an excellent decision to enter into my chosen path of success."

2011 C. Courtemanche - Red Seal Boilermaker - Kiashke Zaaging Anishinaabek

"The benefit of having fulltime employment allows me to provide a comfortable living for my growing family."

2012 A. Roy - Wesdome Mine - Michipicoten First Nation



C. Courtemanche

"With a growing family, I believe that education is very important and want to be an example to my family and friends. Being the sole provider, leaving my job to attend school would not have been possible. For this, I am grateful."

2013 C. Bouchard - Automotive Service Technician - Kiashke Zaaging Anishinaabek

"With the changing economy, mining was one of the few options for employment. In my current employment at Richmond Mines, I enjoy the accommodations and love the work I am doing. I enjoy shift work and the pay is not bad at all. I have a great boss and co-workers."

2013 A. Mackenzie - Basic Underground Hard Rock Miner - Michipicoten First Nation

"I hope I have been a role model for my teenage daughter and son. Without the funding approved by AETS, I would not have been able to learn the accounting programs I desired. Currently, I am working part-time as a payroll clerk for a logging company and enjoy it very much."

2014 R. Martin - Payroll Clerk - Bingwi Neyaashi Anishinaabek



C. King-Meza

"I am meticulous in ensuring the buildings are germ free and clean. During a monitor visit I pointed to a room full of janitorial items, all organized and neatly placed and with a big smile I said 'welcome to my office!' I truly enjoy my job."

2014 C. King-Meza - Maintenance Worker - Kiashke Zaaging Anishinaabek

"I love working with the kids 'one on one'. Suicidal issues still pop up in the community, it's not just a problem of the northern communities. I want to ensure the youth have someone to talk to, who will listen to them, be sympathetic, non-judgmental, and offer hope. I love that they call me the 'CSI'... for Community Services Intern, rather funny."

2014 L. Andre-Swanson - Community Services Intern - Michipicoten First Nation

"Thank you AETS and AZA for funding this training opportunity which allowed me to move here to Beardmore and raise my kids here, closer to schools, and with more for them to do."

2014 G. Nayanookesic - Office Worker - Animbiigoo Zaagi'igan Anishinaabek

Successful Client Quotes



G. Nayanookeesic

"I want to create activities that will entice the youth to come out and play and to erase teen boredom in the community because boredom can easily become a devil's playground."

2016 M. Desmoulin - Youth Program Support Worker -
Netmizaaggamig Nishnaabeg

"I like working with heavy equipment machinery and the mechanics of them, and my bosses are pretty good and easygoing! Life is good."

2017 C. John - Maintenance Department - Red Rock Indian Band

"Alfred Chapman is a very good, knowledgeable trainer who knows the land and how to take care of it. When they do logging, they don't trample it all down, no clear cutting. The respect for our natural resources and mother earth is taught in every course and with every trainee."

2020 D. Perrault - Forestry Heavy Equipment Operator - Michipicoten First Nation

"I can say with the utmost confidence that AETS is an excellent organization to approach for business and employment support, and I wouldn't be where I am today without their initial and ongoing support. Chi-Miigwetch and consider getting in touch with the team at AETS today."

2021 C. Anderson - Managing Director of Ingaged Creative Productions Inc. - Kiashke Zaaging Anishinaabek

"The funding AETS provided to me for the three years of trade school was fantastic. The coverage for tuition, books, tools, and other related costs is a huge support. I am very grateful for AETS and their financial assistance. The process was very quick and relatively simple. The people are very nice too. Thank you again."

2021 D. O'Connor - Underground Miner - Red Rock Indian Band

"My experience with my training was awesome. Everyone there was kind and funny. I loved the course and it gave me the extra confidence to pursue in the heavy equipment industry."

2021 L. King - Biinjitiwaabik Zaaging Anishinaabek

"I would like to thank AETS and my First Nation for this opportunity to better my life. Again, thank you very, very, very much and with my new career opportunity, I'm making more money and will be able to better my family's life."

2021 A. Wissell - Michipicoten First Nation

"I like the fact that I am more involved with the community, one on one with the members, and learning about our heritage and traditions."

B. Ward - Technical Ecological Researcher - Netmizaaggamig Nishnaabeg



B. Ward

"I'm fortunate to be given the opportunity to have a career working for the band helping my community. Like any other First Nations, money is the big issue when it comes to employment. With so much that is happening in our territory it takes a lot of juggling to be able to fund positions to help with the increasing workloads in each department. Without AETS I wouldn't be in the position I am today."

E. Shaw - Lands and Resources Department - Biigtigong Nishnaabeg

"AETS and this program provided me the tools to get things moving. AETS put on the correct program with the 'right' instructor/facilitator to benefit all who took the Small Business and Entrepreneurship program. Without the instructor we had, I would not be sitting where I am with the business plan 90% complete. This will be ideal for the business as I will be able to earn extra income to offset the loan payments and hopefully lead to an earlier expansion of the business."

K. Lees - Entrepreneur - Biigtigong Nishnaabeg

"Now that I am First Aid/CPR certified, I feel more comfortable assisting clients at my summer employment just in case something happened to them. I am now trained to help them and potentially save their life, thanks to the funding from Pays Plat and AETS! Also, for future endeavors and employment, I am now more likely to find a job as most job ads and employment require you to be First Aid/CPR certified."

2022 H. Nash - Pays Plat First Nation

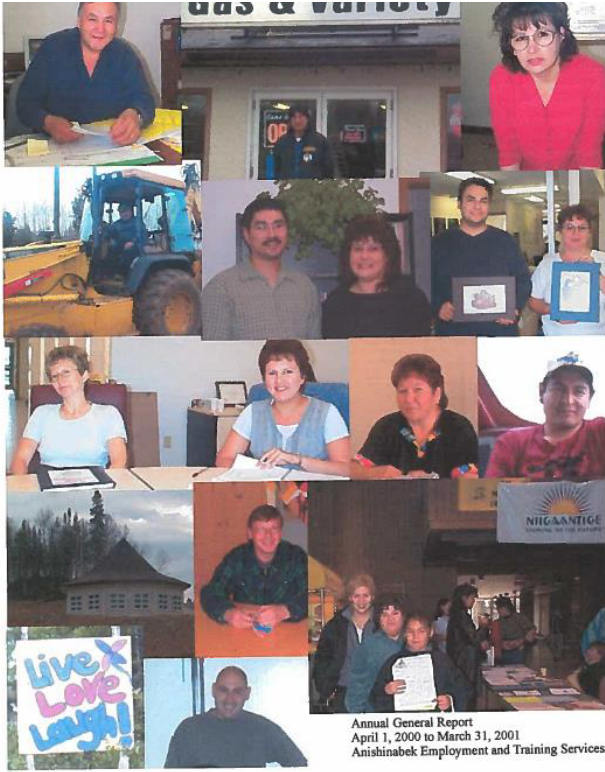
Snapshots Through the Years



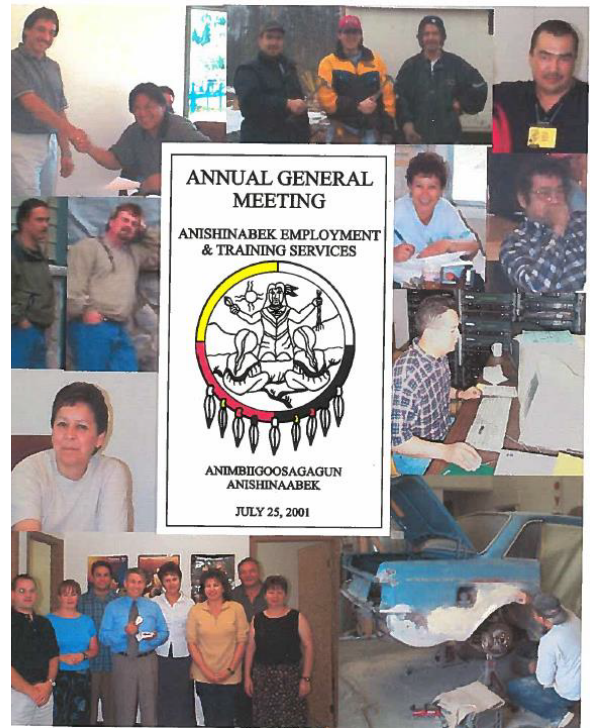
Snapshots Through the Years



Snapshots Through the Years



AETS Staff - 2001




Snapshots Through the Years






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