



AETS
Anishinabek Employment
and Training Services

Indigenous Health Care Workforce Development Roundtable

February 13, 2026





Opening Words

Marie Gaudet & Jimmy
Dick

Housekeeping

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By attending this event, you consent to the use of your image for these purposes. If you do not wish to be photographed or recorded, please notify a member of the event team.

Restrooms: Restrooms are located down the hall to the right.

Indigenous Vendors: We encourage you to visit the vendor booths outside.



Welcome Remarks

IPHCC & AETS



Indigenous Skills Employment Training Agreement

John DeGiacomo

EDUCATION ► TRAINING ► EMPLOYMENT



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- Event:** Indigenous Health Care Workforce Development Roundtable
- Session:** Welcome, ISETA Presentation, Closing
- Date/Time:** Friday February 13, 2026
- Location:** Hilton Toronto Airport Hotel & Suites
- Presenter:** John DeGiacomo, AETS Executive Director

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AANIN BOOZHOO WAACHIYAA BINVNU SHÉ:KON TUNNGASUGITSI

Welcome أهلا بك Bienvenue 欢迎 Benvenuto خوش آمدید Bienvenido ਬਏਲਕਓਮਏ
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 in the workplace/sectors
5. Client Based Programs and Services & Project Based Programs
6. Partnerships & Project Based Program Highlights - Sampling of Strategic Culturally Responsive Training Programs & Success Stories
7. Initiatives - Past
8. Initiatives - Present
9. Collaborations - Empowering/Wise Practices
10. Contact Information



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AETS Overview:

- 29th 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, and confirmed as an Optimal Capacity ISET Holder on March 24, 2023
- 1 of over 120 ISET Agreement Holders in Canada, 22 in Ontario and 8 in Northwestern Ontario who are in the seventh year of a 10-year program with Canada
- Offers direct programs and services connecting education to training to employment solutions for 9-member First Nation Communities (within the North Superior Region) representing approximately 10,598 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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Indigenous Skills and Employment Training (ISET) Program

The ISET Program represents a renewed relationship with Indigenous partners:

- Budgets 2016 & 2017 committed to renewal and enhancement of the Aboriginal Skills and Employment Training Strategy (ASETS)

Extensive engagement with Indigenous partners to develop a framework

Co-development of ISET implementation

- Budget 2018 announced \$2 billion over five years and \$408.2 million per year ongoing in the ISET Program

- ISET program includes increased flexibility, 10 year distinctions-based agreements, reduced administrative burden, and a wide range of labour market activities in support of each distinctions-based labour market strategy

Additional \$144.2M from the 2020 FES for one year (2021-22) to support pandemic recovery



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AETS Overview...and economic outlook:

- The Indigenous economy is looking quite good, with its estimated value at \$32 billion; its growth is outpacing the national economy.
- The Indigenous youth population is set to reach 1 million by 2027 and is growing at four times the national average. As the Canadian population ages and labour shortages become more acute, Indigenous youth are well-positioned to fill these gaps as demographics shift.
- This potential labour supply, however, continues to experience barriers such as access to infrastructure, transportation and high-speed internet.



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AETS Overview...communities:

- 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...map:



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AETS Overview...

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



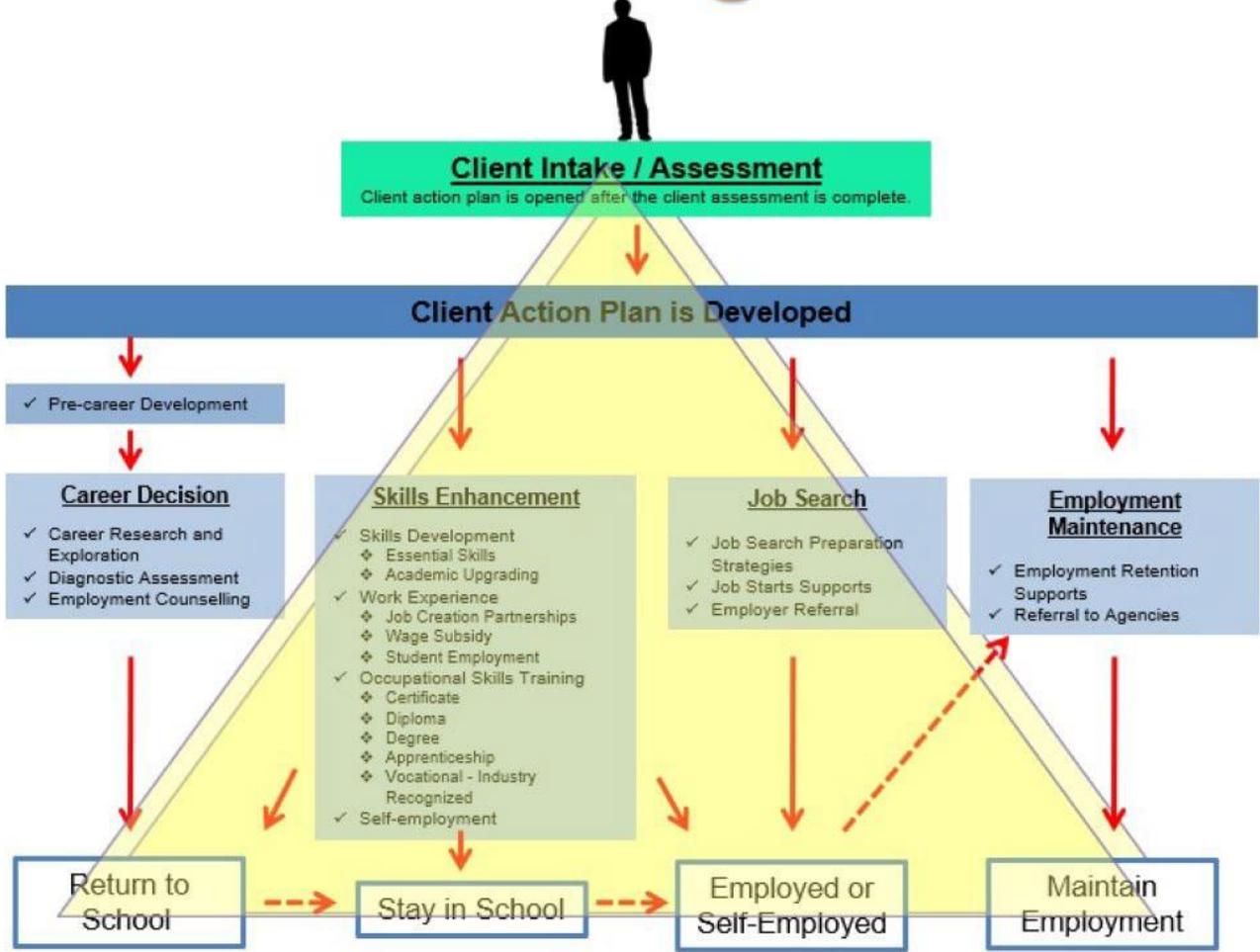
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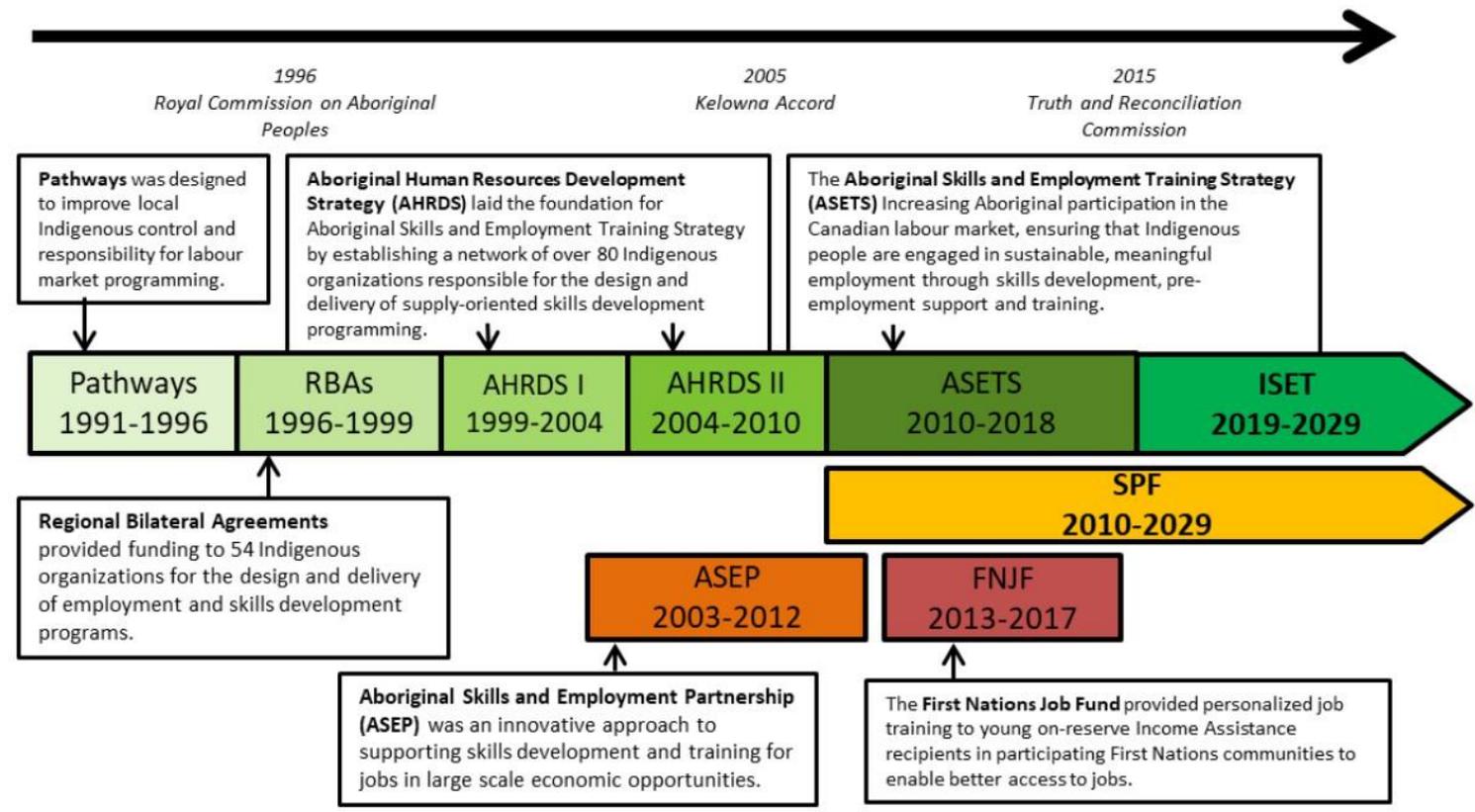


Case Management



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

Indigenous Labour Market Programming – Evolution



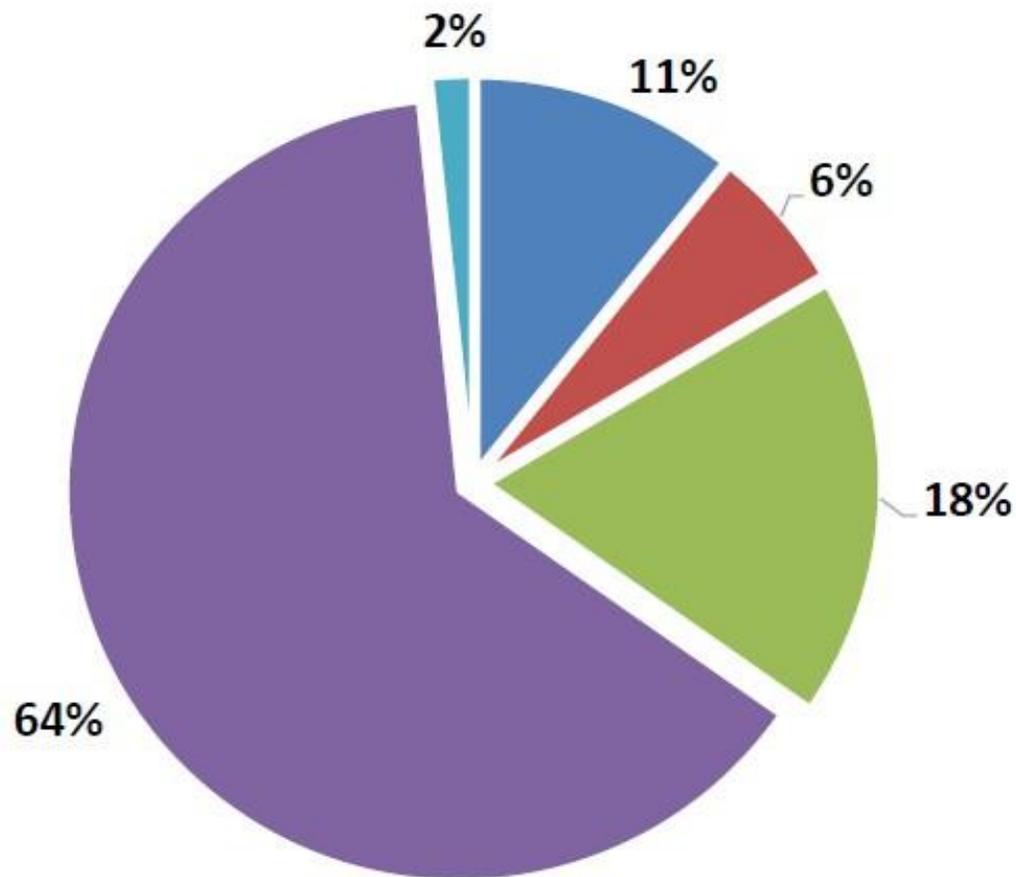
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% of ISET Agreement Holders by Region

ISET Breakdown by Region



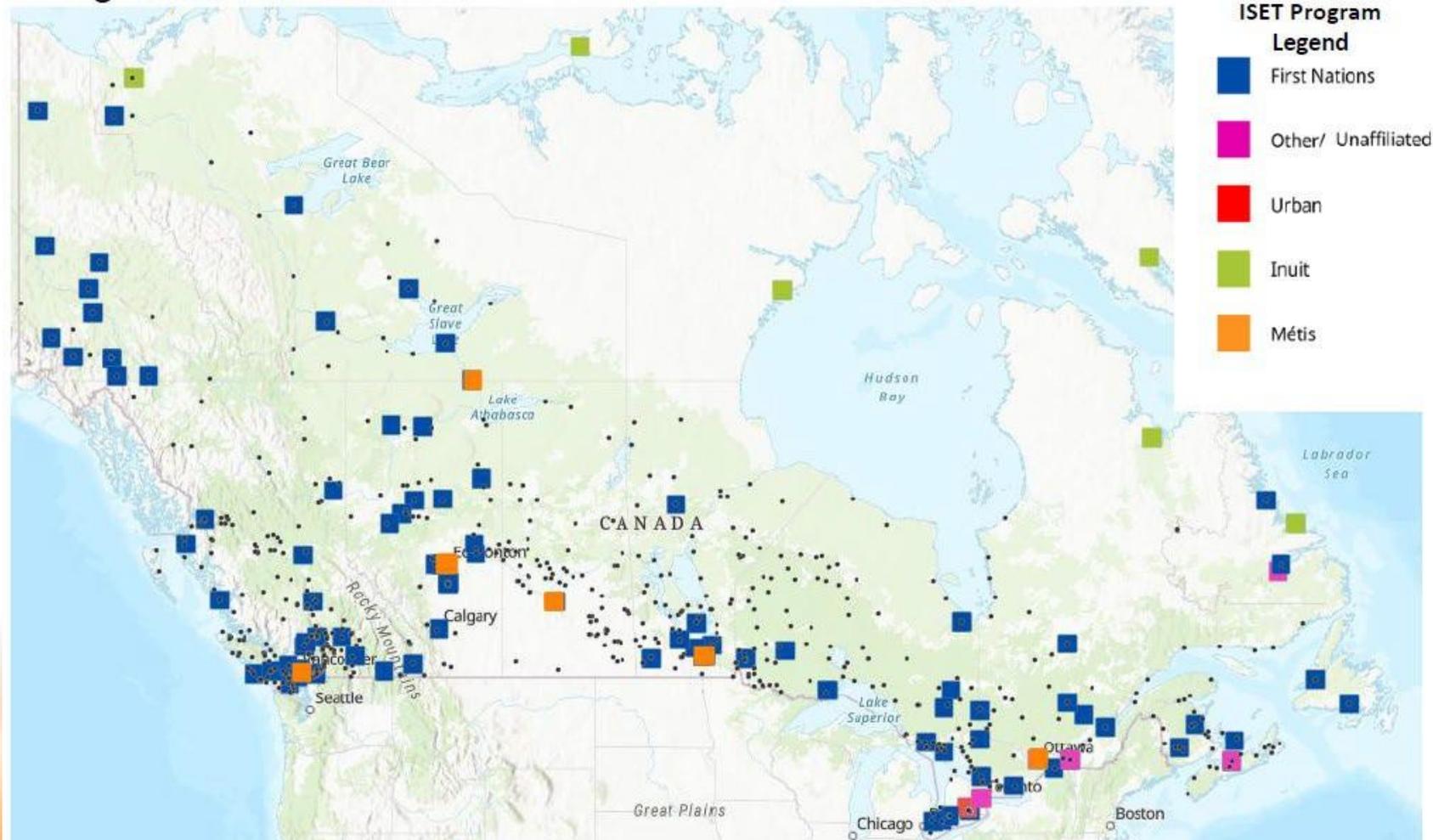
■ Atlantic ■ Quebec ■ Ontario ■ Western & Territories ■ National Capital Region



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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.



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](#)
- 122 distinct based ISET Program Agreement Holders in [Canada](#)



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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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Partnerships Collaboration – Indigenous Works Inclusion Continuum



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Partnerships Collaboration – [Mining Industry Human Resources Council \(MiHR\)](#)

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Labour Market Information ▾

Inclusion and Diversity ▾

Career Development ▾

Canadian Mining Skills Development Strategy ▾

RESOURCES

THE CANADIAN MINING SKILLS DEVELOPMENT STRATEGY (CMSDS)



CMSDS Interactive Map

Standards

- National Occupational Standards
- National Occupational Training Standards

Training

- Essential Skills Training
 - Mining Essentials
 - Mining Potential
- Occupational Training
- eLearning
- Microlearning

Recognition

- The Canadian Mining Certification Program
- The Canadian Mining Training Recognition Program



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Initiatives...sampling:

Past:

- [Construction Craft Worker/Cement Finisher Training – 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 a Wise Practice:

Present:

- Ongoing Indigenous Skills Employment Training...
 - [ISET 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](#)
 - [Transportation Field Assistant - Winter 2026](#) (with Construction Aggregate Material Course)
 - [Systems Innovation - Education Systems Evolution...Improving High School Graduation Rates & Future Employment Outcomes for Anishinabe Youth 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:

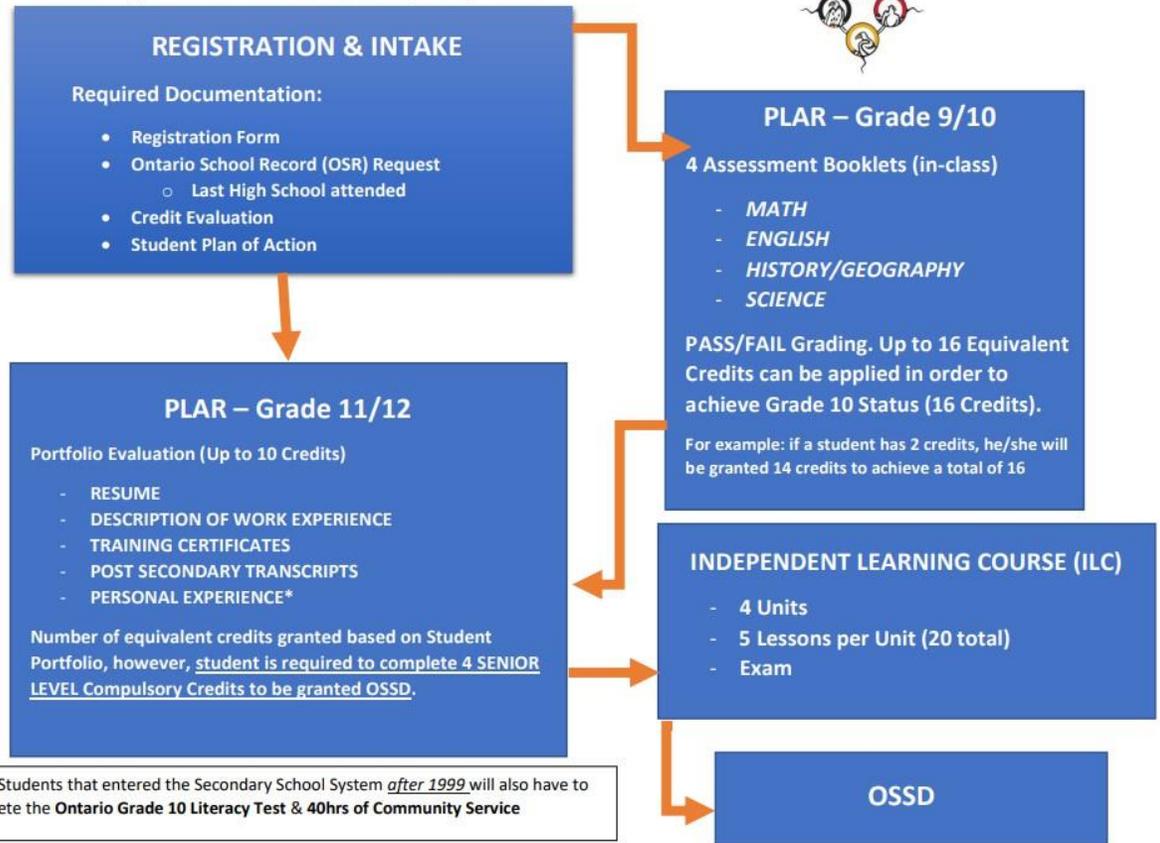
www.aets.org/LMI



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)	Grade 9–12 Independent Learning	Entrepreneurship Course (BDI3C)
<p>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.</p> <p>START DATE: September – October 2023</p>	<ul style="list-style-type: none"> Classes ongoing Enroll at any time Prior Learning Assessment and Recognition (PLAR) process Independent and in-person classes One-to-one tutoring available <p>START DATE: Ongoing</p>	<p>This credited course is designed for Indigenous entrepreneurs to recognize opportunities, generate ideas, and start a small business to create employment.</p> <p>START DATE: October – December 2023</p>

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

EDUCATION ► TRAINING ► EMPLOYMENT

FOR MORE INFORMATION:

www.aets.org/education
Tel: (807) 346-0307 / Toll Free: (866) 870-2387

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



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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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2026 National ISETA
Holder Office Award

Miigwetch!

John DeGiacomo, Executive Director

ed@aets.org

Anishinabek Employment & Training Services

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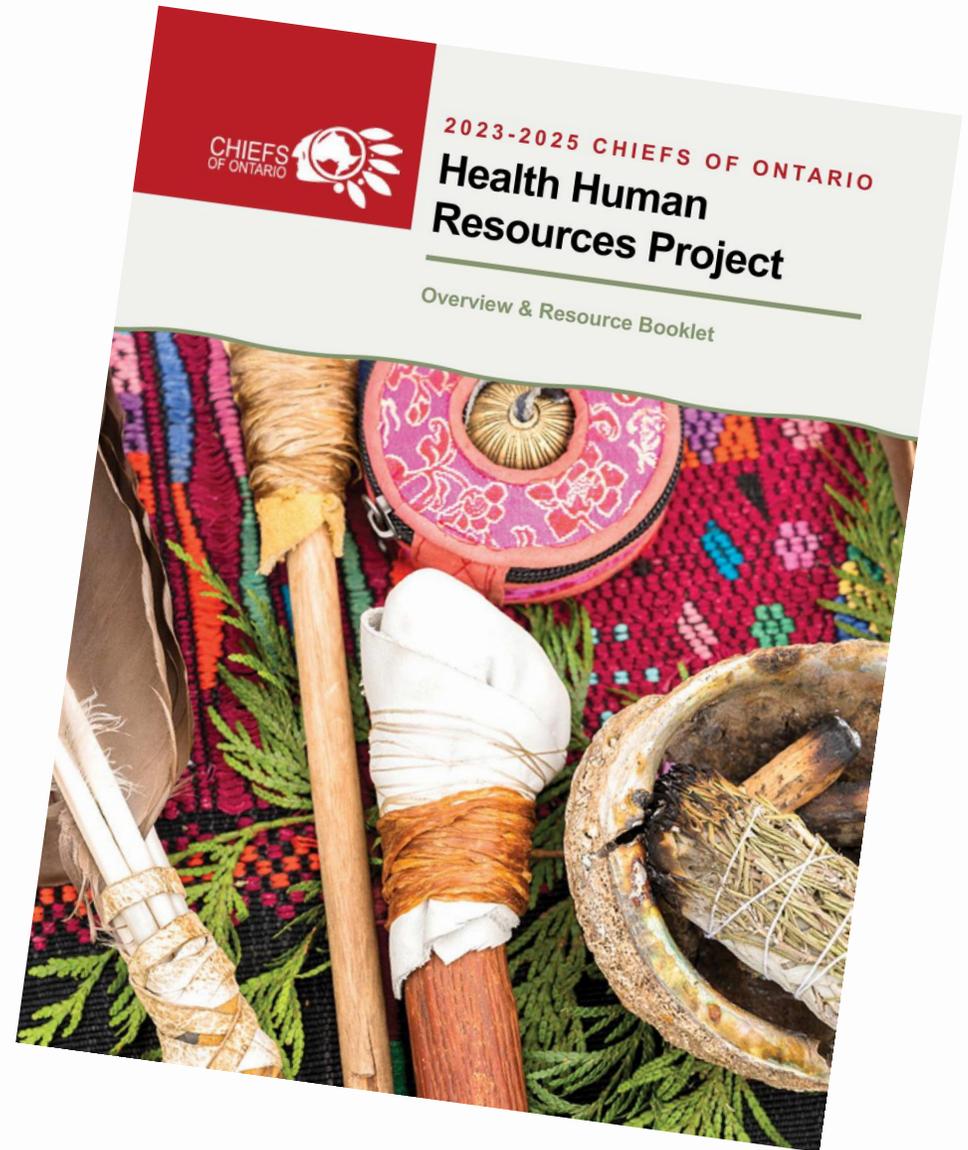


**Health Sector & the
Health Human
Resources Project
Overview from Chiefs
of Ontario**

Frances Pine

HHR Introduction & Updates

*Health Sector
Chiefs of Ontario*



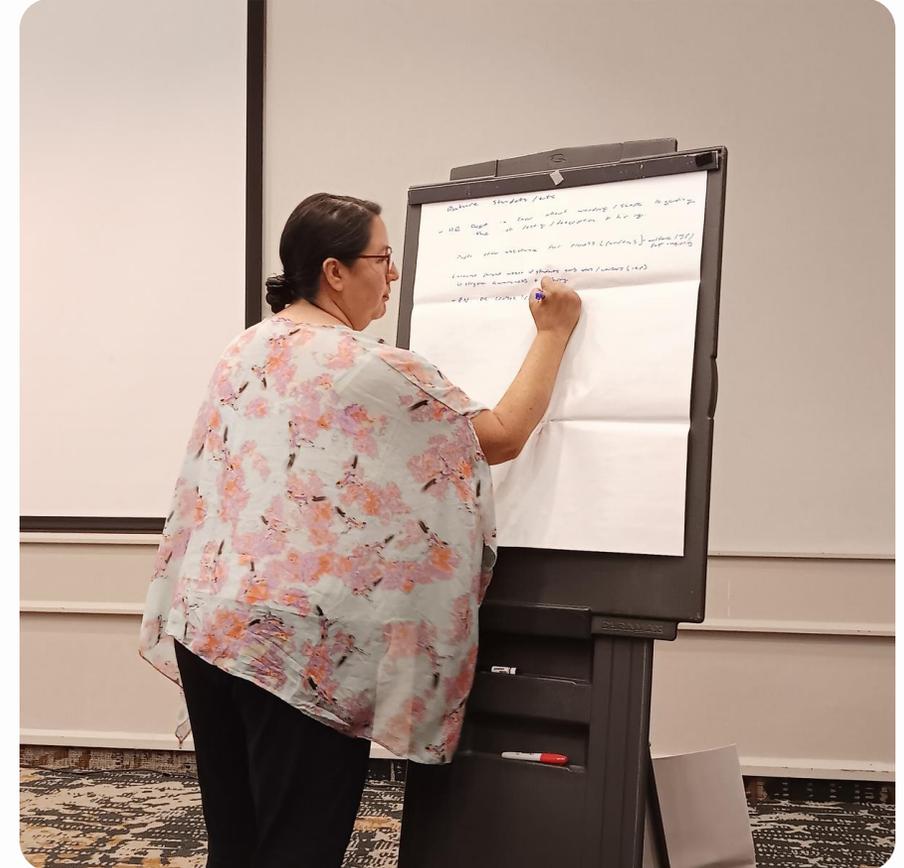
About the Project

- The Chiefs of Ontario received funding from Indigenous Services Canada for a health human resources project to review and engage with First Nations regarding the growing decline of individuals entering the Public Health Sector and the high turnover rates in the Sector
- In April 2023 the Chiefs of Ontario Health Human Resources (HHR) Project work began with the hiring of the Health Human Resources Project Coordinator
- A multi-sector task force at the Chiefs of Ontario was created, that included:
 - Health
 - Education
 - Youth & Knowledge Keepers
 - Social
 - Economic Development



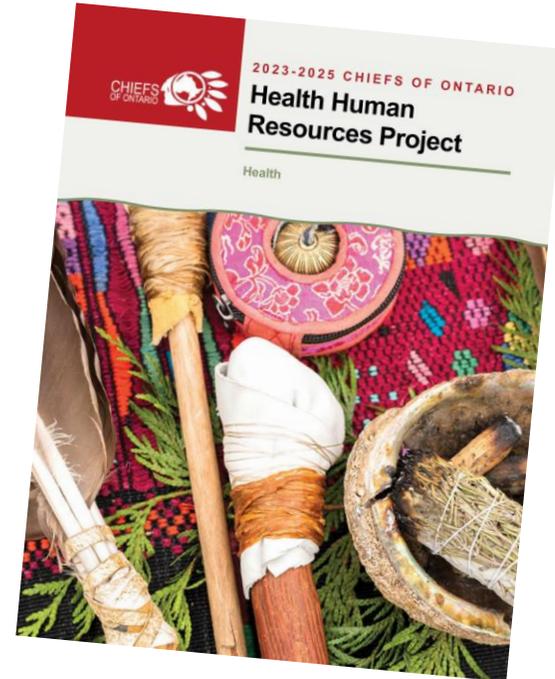
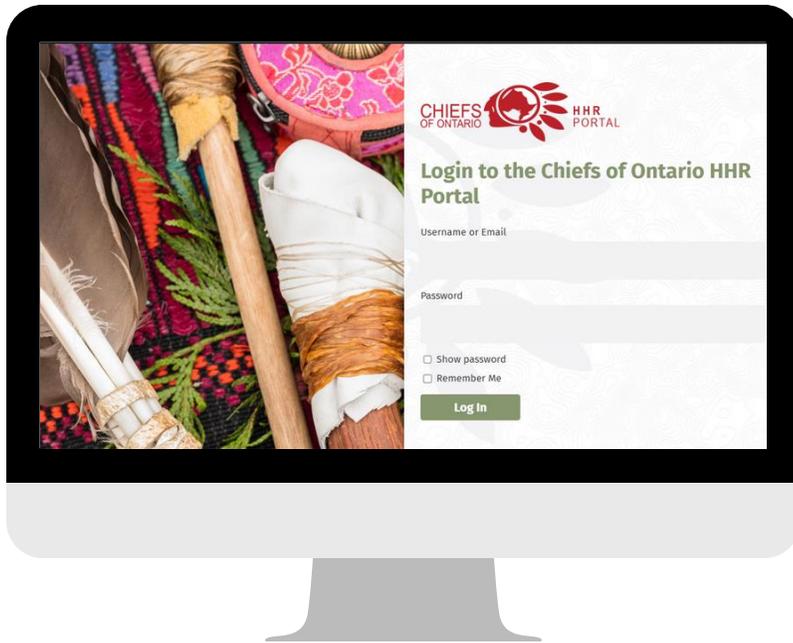
About the Project

- The entire project was **community led and driven** as we had followed up on all the surveys that were completed by the communities that attended our Forums, Conferences, and Working Sessions that were held from 2023-2025 across the province
 - The following working sessions helped guide the work of the Health Human Resource Project:
 - **July 26, 2024**, Mississauga, ON (to guide the rollout of the draft HHR Toolkit)
 - **August 14, 2024**, Sault Ste. Marie, ON
 - **August 15, 2024**, Zoom Session
 - **August 20, 2024**, Thunder Bay, ON
 - All the feedback and raw data that was collected was placed into a sector specific booklet that will be mailed out to each community
- *Please confirm with Frances Pine and fellow COO Health Staff in the session to ensure your community's mailing information is correct.***



The Data

- The data that was collected during our in-person and virtual sessions we're directly requested by community members
 - This information is often difficult to obtain
- Each community will be receiving physical copies of the booklets - to be mailed late February
- Each community will have **2 access points, designated by the community** to access the data that was collected, this is to maintain and uphold **OCAP Principles**



Miigwetch! Thank you!

To submit your community contact information to ensure your community gains access to these documents, please reach out to **Frances Pine**.

Contact:

Frances Pine, Special Projects Officer

Frances.Pine@coo.org

(416) 200-0299



National Perspective on Health Human Resources

Cheyenne Joseph



BREAK



Cultural Teaching

Ron Thomas



Keynote Address

Retention in Health Care
Dr. Miranda Lesperance

Retention in Health Care

Miranda Lesperance, Ph.D.

Boozhoo, hello. Miranda Lesperance
nindizhnikaas (is my name). Ojiichaagobishinkwe
nindigoo (is my Spirit name), mukwa miinawaa
ma'iingan nindoodemwag (member of the bear
clan and descendent of the wolf clan),
Opwaaganisiniing nindoonjii (is where I am from),
Neebing nindaa (is where I live now).



1. The way ahead

→ **Story weaving**

Sharing my story with practical examples

—

How many stories do
you need to tell to
encourage the next
generation to work in
healthcare?

Just one! Your own.

2. Reason to Care

→ **What**

Encouraging Indigenous Peoples to find their reason to care for community helps to recruit and retain them in Human Health Resources

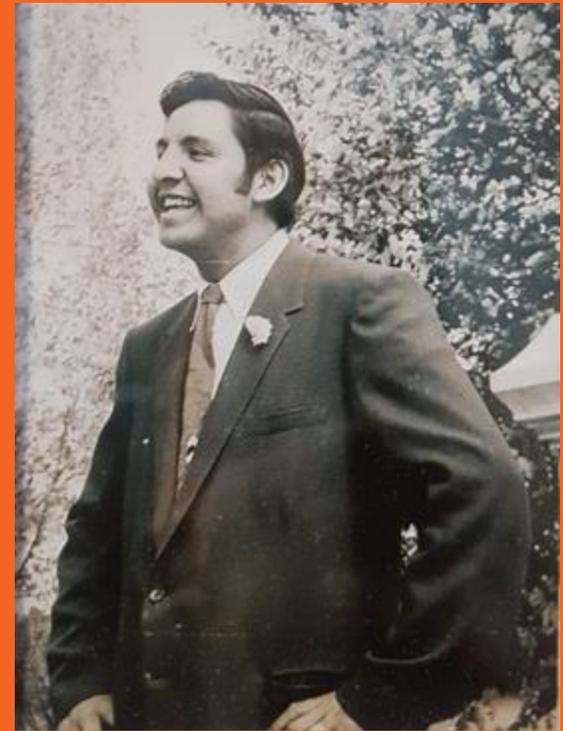
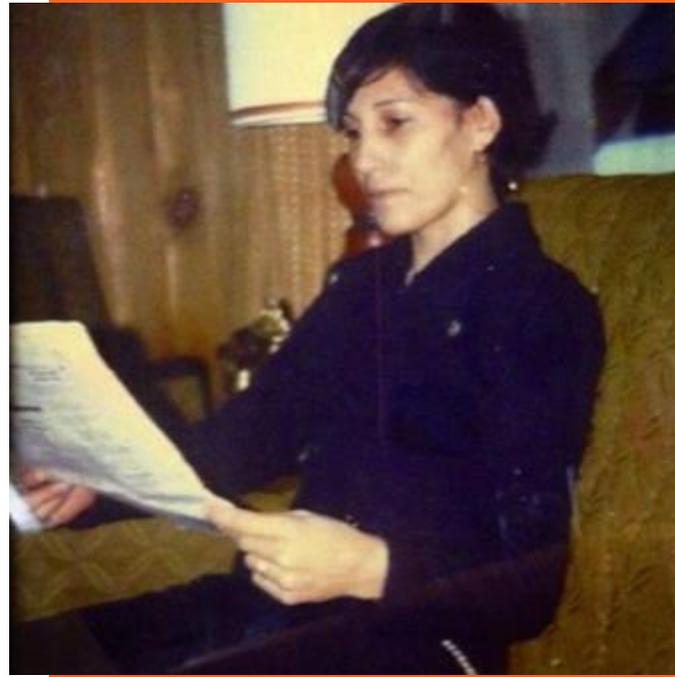
→ **Who**

All Indigenous Peoples, and those from other backgrounds, all benefit from our beliefs in health and community care

My story has lead to our stories.



Meet my Grandparents.



“

**TO HEAL A NATION
WE MUST FIRST HEAL
THE INDIVIDUALS,
THE FAMILIES,
AND THE COMMUNITIES.**

-ART SOLOMON, ANISHINAABE ELDER

Meet my kids.



3. Practical Examples

- **Opportunities to relate**
Practicing and sharing our teachings
- **Opportunities to support**
Circles, debrief, access to Elders
- **Opportunities to learn**
Aligning Personal Development to values



Practicing our
teachings.



Sharing our teachings.



Supporting our experiences.



Learning for development.



4. Closing

- **Milestones**
Growth and long-term team members
- **Testimonials**
What are people saying?
- **What's next?**
Opportunities for continual feedback



Expanding and supporting
our team with **community**.

What people are saying

“I stay because this workplace supports my spirit, not only my role. This isn't just a job for me, it's heart work. Even when the work is heavy, we don't carry it alone; we support each other.”

“What makes a good day? Snacks, laughter, connection with the team and patients, good chats, room to breathe.”

“As a former patient, I stay to support Indigenous patients and all staff to address the gaps by assisting to navigate challenges from both perspectives”

Miigwech!

Contact: Miranda Lesperance

miranda.lesperance@tbh.net

Contact: Miskwaa Biidaaban

TBRHSC.IndigenousCollaboration@tbh.net



Indigenous Labour Market Information

Annie Randell



UNDERSTANDING LABOUR SUPPLY
Indigenous Labour Market Information Initiative
Indigenous Healthcare Workforce Development Roundtable

Toronto - February 13, 2026



AES Inc.
Growing Sustainable Partnerships



AES Inc.

Growing Sustainable Partnerships

Indigenous Owned and Led

- An independent consulting firm established in 2004 in St. John's NL
- Working at multiple levels with various clients
- ARMS (Accountability and Results Management System)
- Applied research and evaluation projects
- Indigenous engagement and participation projects



Indigenous Labour Market Information (ILMI) Initiative

Background

- **Context:** Existing LMI often has large gaps when considering First Nation communities (e.g., Statistics Canada – Census, Labour Force Survey) – particularly for reserves and rural/remote communities
- **Objective:** Test processes and tools that will improve First Nation communities' access to timely and useful community-level information about the labour force
- *Timely – Relevant – Local*



Indigenous Labour Market Information (ILMI) Initiative

Overview

- Each participating community owns their own data
- Pilot – evolving; ongoing input from working groups
- Rapid growth since pandemic
- National – participating First Nations
 - ✓ 44,000 respondents; 68,000+ surveys
 - ✓ 164 participating communities' population (15+) ≈ 270,000
- Ontario - participating First Nations
 - ✓ 8,000 respondents; 11,000+ surveys
 - ✓ Participating communities' population (15+) ≈ 108,000



ILMI Components

SURVEY OF COMMUNITY MEMBERS

(LABOUR SUPPLY)

15 years and older
12 months between surveys
On-line/Hard Copy
Multiple sections
Tailored modules

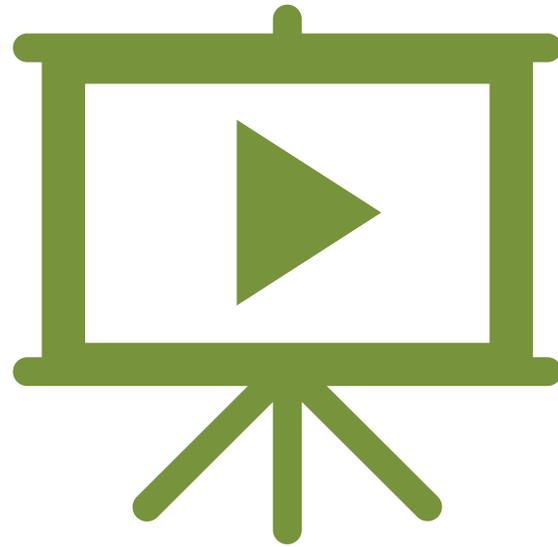
SURVEY OF EMPLOYERS

(LABOUR DEMAND)

Previous hiring
Current vacancies
Future hiring
Labour sources
Labour challenges



Example: Overview for communities deciding to start collecting their own data



Key Considerations in using ILMI data

- Each participating community owns their own data
- Data can be used to develop LMI at community or regional level
- As data collection continues, data can be used to examine trends (multiple surveys per community member)
- Community skills inventory can be used to identify community members who may be interested in positions, training, or information
- More detailed sub-analyses possible where sample sizes are adequate



ILMI Agreement Holders (Ontario)



Sample ILMI Indigenous Workforce Analyses

Occupational Analyses

Respondent has listed at least one job within Health Occupation NOC Codes (30-33)

Sectoral Analyses

Respondent has listed at least one job within a Health Care NAICS Code (62)

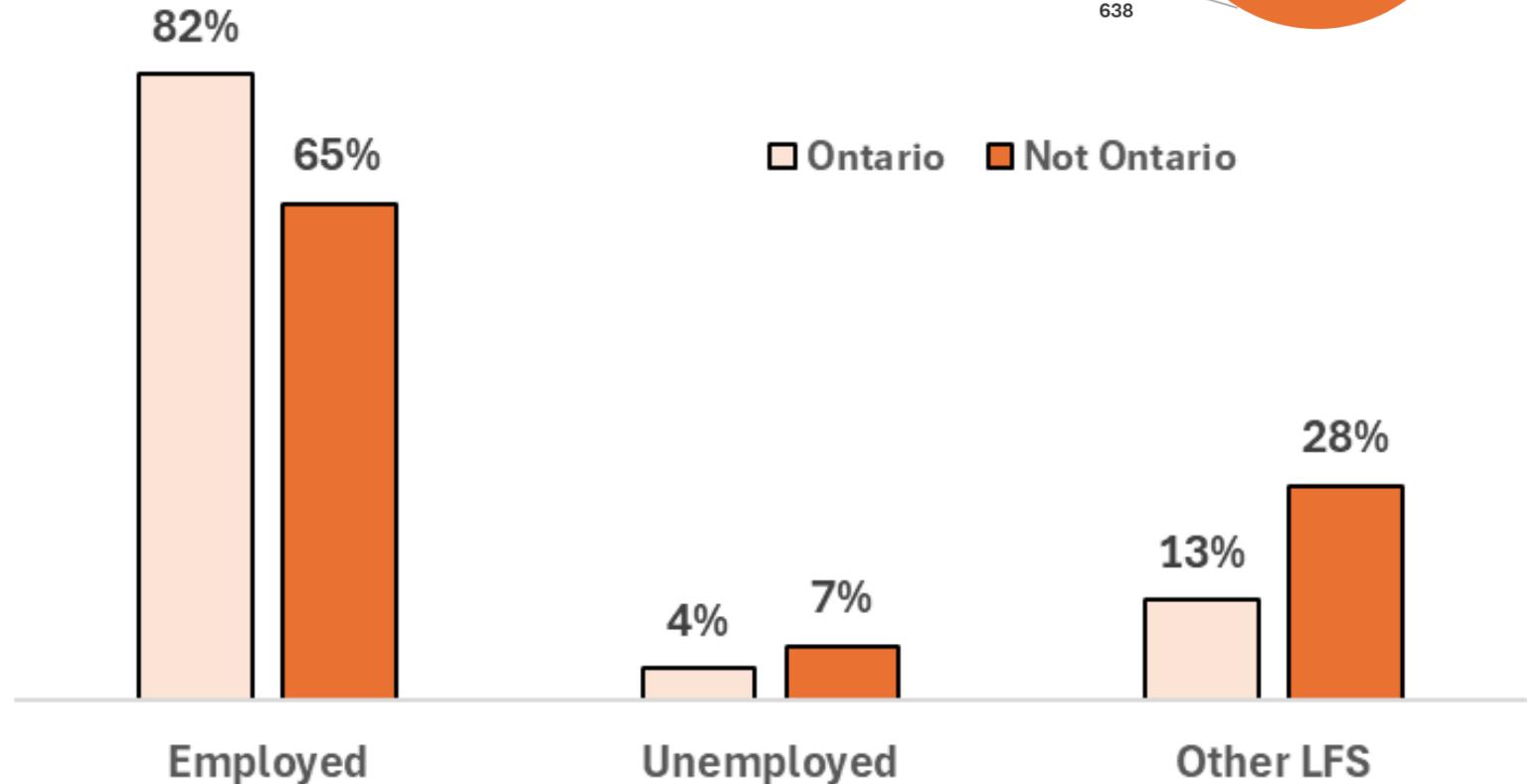
Health Occupational Analyses

ONTARIO

- 87% women
- 23% less than 30 years old
- 19% 55+ years old

NOT ONTARIO

- 87% women
- 18% less than 30 years old
- 23% 55+ years old



Health Occupational Analyses

ONTARIO

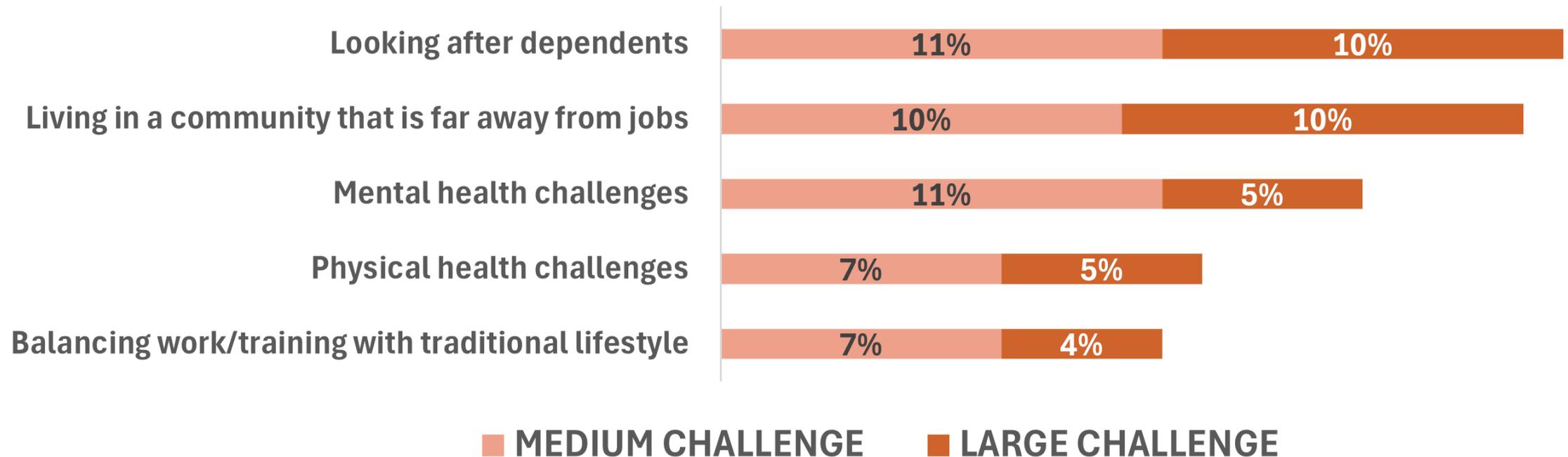
- 85% are interested in being notified of job opportunities that match their skills and/or areas of interest
- 47% are interested in taking additional training or certification



Health Occupational Analyses

ONTARIO

- Living in community (on-reserve) employed is 76%
- Living out of community (off-reserve) employed is 87%



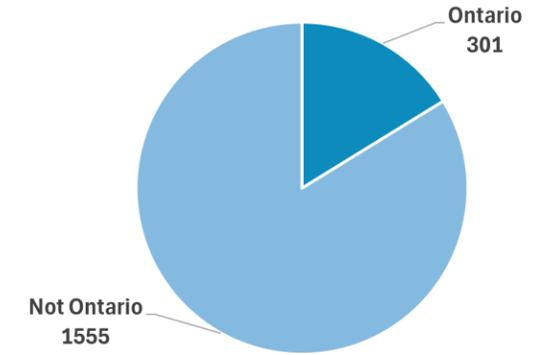
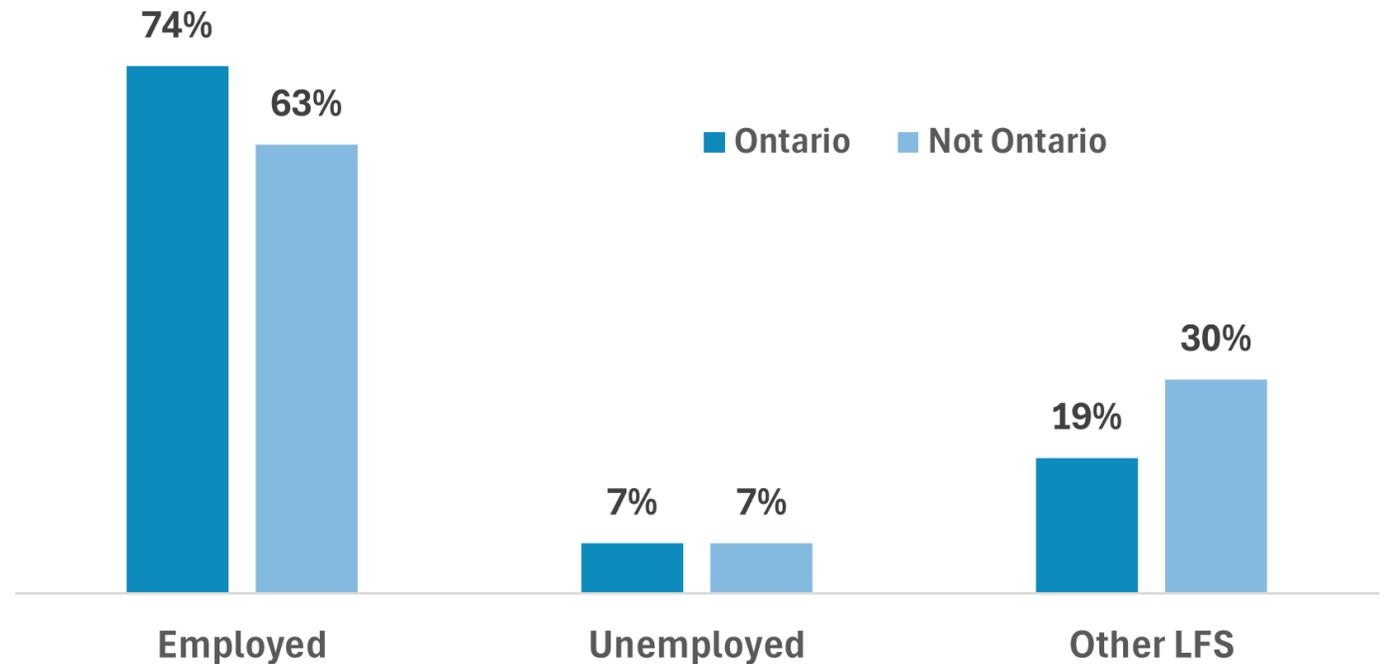
Health Sectoral Analyses

ONTARIO

- 84% women
- 24% less than 30 years old
- 22% 55+ years old
- 55% have worked in a health occupation (NOC 30-33)

NOT ONTARIO

- 81% women
- 17% less than 30 years old
- 27% 55+ years old
- 68% have worked in a health occupation



Contact

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AES Inc.

Growing Sustainable Partnerships





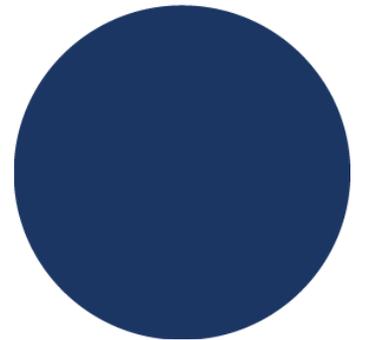
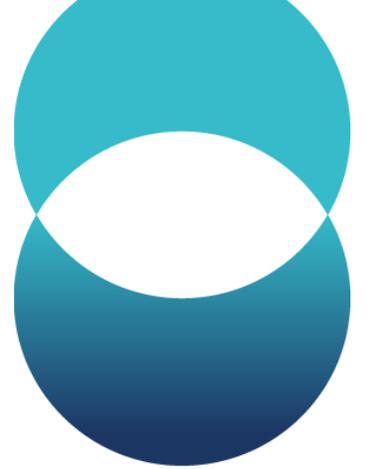
**Is This Our Best
Baseline? Census
Insights on
Indigenous
Representation in
Health Care in Ontario**

Is This Our Best Baseline?

Census Insights on Indigenous Representation in
Health Care in Ontario

Austin.Hracs@Signal49.ca, Director of Strategic Partnerships

February 2026



Health Occupations in Ontario (largest 25)	Non-Indigenous identity	Indigenous identity	Percentage of workers who are Indigenous
33102 Nurse aides, orderlies and patient service associates	130,810	4,510	3.3%
31301 Registered nurses and registered psychiatric nurses	120,450	3,055	2.5%
32101 Licensed practical nurses	23,385	820	3.4%
31102 General practitioners and family physicians	23,270	220	0.9%
31120 Pharmacists	16,185	75	0.5%
31100 Specialists in clinical and laboratory medicine	15,550	70	0.4%
33109 Other assisting occupations in support of health services	14,570	425	2.8%
33100 Dental assistants and dental laboratory assistants	14,465	350	2.4%
32201 Massage therapists	13,395	350	2.5%
33103 Pharmacy technical assistants and pharmacy assistants	12,610	310	2.4%
32111 Dental hygienists and dental therapists	12,375	305	2.4%
32102 Paramedical occupations	11,295	445	3.8%
31110 Dentists	10,475	65	0.6%
31202 Physiotherapists	10,405	120	1.1%
32124 Pharmacy technicians	8,870	265	2.9%
32104 Animal health technologists and veterinary technicians	8,105	260	3.1%
32109 Other technical occupations in therapy and assessment	7,335	200	2.7%
33101 Medical laboratory assistants and related technical occupations	6,965	175	2.5%
32121 Medical radiation technologists	6,765	165	2.4%
32120 Medical laboratory technologists	6,710	120	1.8%
31203 Occupational therapists	5,825	50	0.9%
31300 Nursing coordinators and supervisors	5,745	170	2.9%
31201 Chiropractors	4,730	70	1.5%
31200 Psychologists	4,705	80	1.7%

Source: Custom 2021 Census File from Statistics Canada. Prepared by Signal 49 Research



Where knowledge
inspires action

https://www.signal49.ca/in-fact/indigenous-representation-in-healthcare-in-canada_may2025/



LUNCH

Advancing Indigenous Employment & Workplace Inclusion



Kathleen Sawdo, CIHRP, THRP
Executive Director

 Indigenous Works

Who We Are

- Established in 1998, as a national non-profit, Indigenous Works was created to advance Indigenous employment, workplace inclusion, and economic reconciliation in what is now called Canada.
- We work to close the gaps and remove barriers that prevent Indigenous job seekers, businesses, and communities from fully participating in the economy.
- Award winning, ISO certified, national Indigenous Organization with expertise in workplace, employment, corporate-Indigenous engagement and partnership systems.
- **We believe that advancing Indigenous inclusion is not just a responsibility, it's a pathway to stronger organizations, thriving Indigenous communities, and lasting reconciliation. By working together, we help create workplaces where Indigenous peoples are valued, organizations succeed, and reconciliation moves from words to action.**

Kathleen Sawdo, CIHRP, THRP

Executive Director, Indigenous Works HRD & Kocihta

A little about me



Employer of Choice Certification

The only program exclusively focused on Indigenous workplace employment strategies and Indigenous workforce inclusion.

The Journey

- Initial Assessment (Step 1)
- Certification Audit (Step 2)
- Certification valid for 2 years



Why Certify

- Turning commitment into action!
- Benchmark for continuous improvement
- Walk Together in Truth

Path to Certification

1. Join the Leadership Circle
2. Optional: Inclusion Assessment
3. Register for Certification Audit
4. Receive Orientation Kit
5. Designate Administrator(s)

6. Connect with an IW Advisor
7. Submit Certification Assessment
8. Third-party Indigenous Auditor Reviews & Verifies
9. Certification Panel Approves
10. Receive Certification & Logo Rights

Congratulations!!!!!!

We are proud to congratulate AETS on achieving the Indigenous Works Employer of Choice Certification!

By completing this journey, AETS has demonstrated that Indigenous inclusion is embedded into their workplace culture, employment strategies, and leadership practices!

This achievement sends a powerful message to Indigenous job seekers, partners, and communities: You belong here!

We honour the AETS team for walking this path with humility, openness, and purpose. Your leadership helps raise the bar for what meaningful reconciliation and workforce inclusion can look like in practice.

Miigwech for leading the way. 🧡



Our Community of Practice

10,000 +
People Engaged

1,000 +
Leaders Supported

500 +
Organizations Empowered

Some of our Inclusion and
Leadership Circle Partners!





Leadership Circle for Indigenous Inclusion

Move beyond good intentions into real, lasting inclusion. Members gain access to the Learning Lodge, and guidance tailored to their unique journey. Together, we build talent pathways, create welcoming workplaces, and strengthen cultural knowledge. All rooted in respect, reciprocity, and shared prosperity.

Build Talent Pathways

Attract, hire, and retain skilled Indigenous professionals. Strengthen your workforce while creating meaningful opportunities for Indigenous talent to grow and succeed within your organization.

Learn & Connect

Access exclusive forums, networks, and practical tools for your entire workforce. Share experiences, exchange insights, and learn from peers and Indigenous experts across sectors.

Guidance & Support

Co-create a multi-year inclusion roadmap. Receive tailored advice, cultural guidance, and ongoing support to help your organization implement lasting strategies and measurable impact.

National Indigenous Skilled Trades/Trades Strategy

Indigenous Works & Kocihta are launching

- multi-party collaborative strategy and coalition designed to increase Indigenous participation in the skilled trades
- multi-year initiative will focus on First Nations, Métis, Inuit, and urban Indigenous entry to trades career opportunities
- strategy will amplify and build on the excellent work that many organizations continue to do across the country to grow an Indigenous trades labour force.

- promotion of employment opportunities in the skilled trades
- increasing the financial support available to Indigenous peoples for training and skills development

- research on Indigenous labour market participation, including existing skills, aspirations, barriers
- increasing the number of Indigenous people with long-term, stable employment in the trades

contactus@iworks.org

Kathleen@iworks.org



Kinanâskomitin, with thanks.

TIA8ENK,

?ul nu msh chalap,

Miigwech,

Mîkwêc,

Marsee,

Nia:wen,

wela'lioq,

Nakurmiik,

Mársi,

itsiniiyi'taki,

Thank you, Merci.



Indigenous Works



Panel Discussion

Pathways into Health Care



BREAK

Please take a seat
Our program will continue shortly
Miigwetch





Breakout Tables

Sharing Wise Practices
for Health Care
Retention

Breakout Tables



Question #1

What helps Indigenous people feel supported to stay in health care training & education or employment?

Question #2

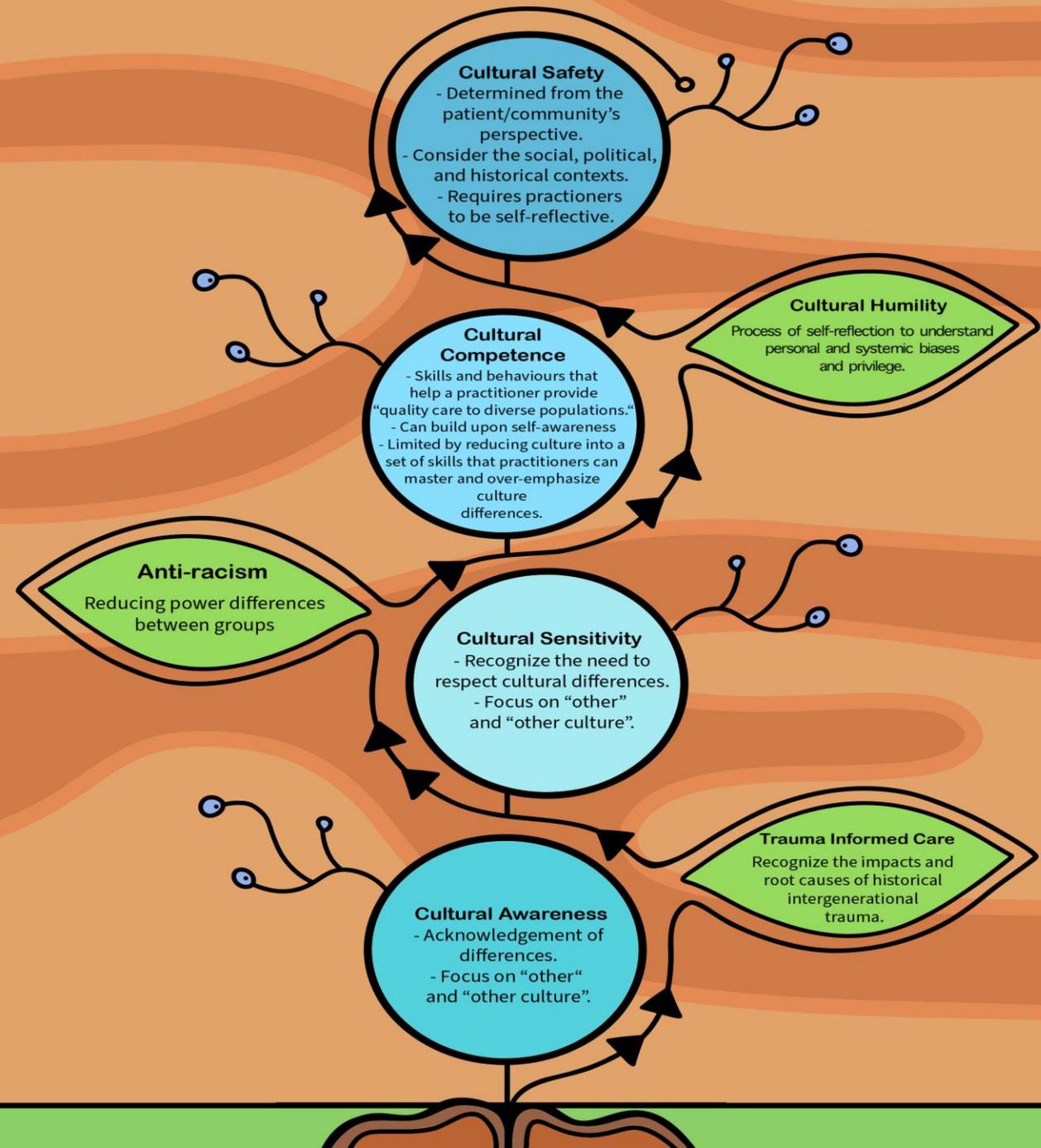
What wise and innovative practices have you seen, or been part of that can be applied to the health care field?

Question #3

What responsibilities do health care organizations have for Indigenous recruitment and retention in health care?

Resources to Support your ICS Journey

- IPHCC – [Anishinaabe Mino’Ayaawin Approach to Indigenous Cultural Safety](#)
 - Foundations of ICS
 - ICS in Mental Health
 - Integrated Care using Two-Eyed Seeing Approach
 - Customized workshops
- IPHCC Organizational Change Support
- [IPHCC Resources](#)
- OFIFC – [Cultural Competency Training](#)
- Ontario Health – [Indigenous Relationship and Cultural Awareness Courses](#)





Closing Remarks



**Miigwetch Meegwetch
Nakurmiik Nia:wen
Maarsii Merci
Yaw^ko Anúshiik**

Thank You

