

**EDUCATION ▶ TRAINING ▶ EMPLOYMENT**



# **AETS**

**Anishinabek Employment  
and Training Services**

**Your path. Our ways.**





# AETS

Anishinabek Employment  
and Training Services

**Your path. Our ways.**

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

- Session: Systems Innovation Focus Group - Day 2  
- Improving Graduation Rates and Employment Outcomes for Anishinaabe Youth in Northwestern Ontario
- Date: Wednesday November 15, 2023 - 9:15am to 10:15am
- Location: Thunder Bay Italian Cultural Centre - 132 Algoma Street S.

# Presented by:



John DeGiacomo  
Executive Director



Zola Costa  
Program Coordinator – Continuing  
Education



**Your path. Our ways.**

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

# AANIIN BOOZHOO WAACHIYAA BINVNU SHÉ:KON TUNNGASUGITSI

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



November 15, 2023

Your path. Our ways.

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

# 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



November 15, 2023

**Your path. Our ways.**

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

# 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
  - OTF - Education Systems Evolution – Nurturing Minds, Empowering Futures Website Review
10. Contact Information



November 15, 2023

**Your path. Our ways.**

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

## AETS Overview:

- 26<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, 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 8,500 First Nation Citizens



November 15, 2023

**Your path. Our ways.**

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

# 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](#)



November 15, 2023

**Your path. Our ways.**

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



# AETS Overview...con't:



November 15, 2023

Your path. Our ways.  
[www.aets.org](http://www.aets.org)





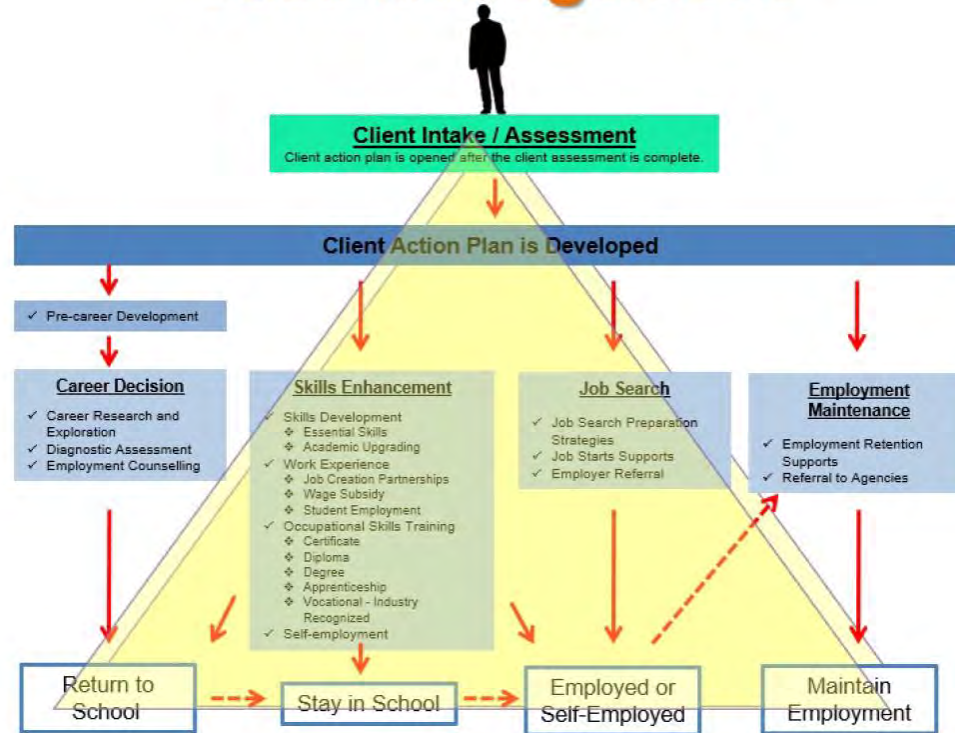
**Your path. Our ways.**  
**[www.aets.org](http://www.aets.org)**

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

## Case Management



# 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*



November 15, 2023

**Your path. Our ways.**

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

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



November 15, 2023

**Your path. Our ways.**

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

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



November 15, 2023

**Your path. Our ways.**

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

## 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



November 15, 2023

**Your path. Our ways.**

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

## 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



November 15, 2023

**Your path. Our ways.**

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



## 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



November 15, 2023

**Your path. Our ways.**

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

# Initiatives...sampling:

Past:

- 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



November 15, 2023

**Your path. Our ways.**

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

# Initiatives...sampling:

Current:

- 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:
  - Carpentry/Drywall or Carpentry/Plumbing - Starting June 27, 2023 and July 18, 2023
  - Mining Essentials Training & Mining Work Placement - Starting June 19, 2023 and October 3, 2023
  - Heavy-Duty Equipment Technician Training & Mining Work Placement - Starting June 19, 2023
  - Construction Craft Worker/Cement Finisher Training - Starting September 18, 2023
  - Systems Innovation - Education Systems Evolution...Improving High School Graduation Rates & Future Employment Outcomes for Anishinabe Youth in Northwestern Ontario: Fall 2023 & Winter 2024 Events
  - Elders - Abuse Prevention and Age in Place Program: Winter 2023/2024 TBA



November 15, 2023

**Your path. Our ways.**

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

# 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>



**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](http://www.aets.org/LMI)



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



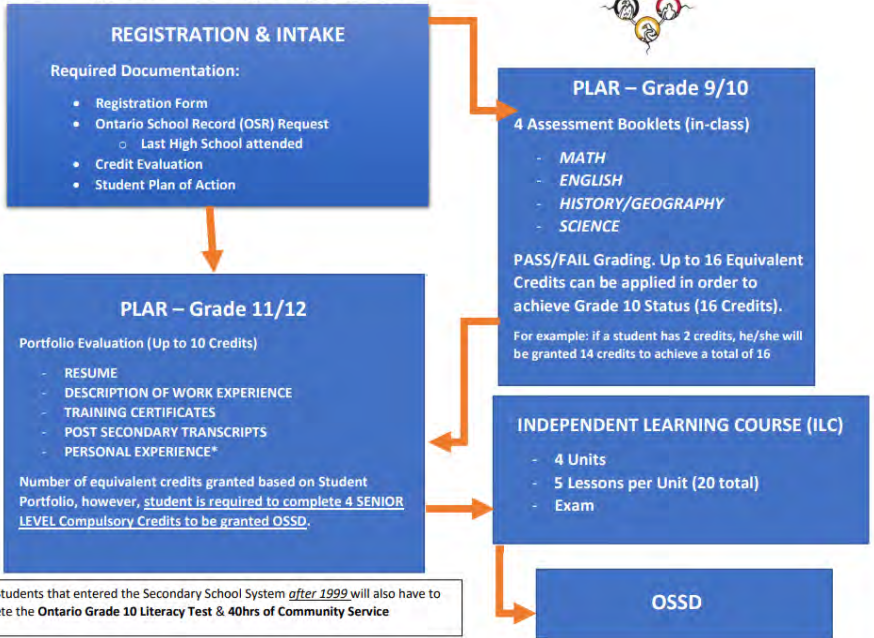
November 15, 2023

**Your path. Our ways.**

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

# Collaborations – Continuing Education:

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



November 15, 2023



**GET YOUR  
HIGH SCHOOL  
DIPLOMA**

Anishnabek 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!**

**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

**Entrepreneurship Course (BDI3C)**

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

**Starting January 2024**

**OTHER SUPPORTS**

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

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



Your path. Our ways.



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

**Your path. Our ways.**

**www.aets.org**



Systems Innovation - Education Systems Evolution:

# Improving High School Graduation Rates & Future Employment Outcomes for Anishinaabe Youth in Northwestern Ontario



**AETS**

Anishinabek Employment  
and Training Services

Ontario  
Trillium  
Foundation



Fondation  
Trillium  
de l'Ontario

An agency of the Government of Ontario  
Un organisme du gouvernement de l'Ontario

# NURTURING MINDS, EMPOWERING FUTURES

*Systems Innovation – Transforming Education and Employment for Anishinaabe Youth in Northwestern Ontario*

## VISION

Our vision is to collaborate and develop, prototype, and measure the impacts of the education to employment system, and how specific contributing factors within those systems pose as a primary barrier to high school graduation rates and employment opportunities for Indigenous youth ages 15-25 years.

Once impacts are determined, it is imperative to focus on providing youth with the guidance and resources necessary to overcome challenges, complete their high school education, and help them embark on a path towards a successful future. This will be done by deeply rooting and continuously integrating Anishinaabe values and culture throughout their development. We aim to nurture their personal growth while preserving their cultural heritage.

Our vision extends beyond high school graduation to encompass comprehensive support for youth, including access to meaningful employment opportunities and continuous professional development. By facilitating connections between youth and the working world, youth will then apply their cultural knowledge, skills, and perspectives, empowering them to achieve their career aspirations while maintaining a strong connection to their ancestral traditions.



**Your path. Our ways.**

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

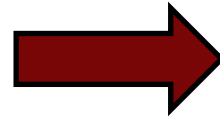
# PROJECT FUNDING



An agency of the Government of Ontario  
Un organisme du gouvernement de l'Ontario

## Youth Opportunities Fund

Investing in projects led by youth and families to improve the wellbeing of communities across Ontario.



## System Innovations Grant

System Innovations grants support collaboratives as they aim to understand and strengthen systems so they work better for youth.



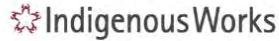
**Your path. Our ways.**

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



# COLLABORATORS

The six year innovation involves the essential participation of the following individuals, groups, and organizations to enhance the 60% non-graduation rates and future employment prospects of Anishinaabe youth served in the nine First Nation communities of AETS:



Your path. Our ways.

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

YOUTH 15-18 YEARS



YOUTH 19-25 YEARS



## STRATEGIES

A fundamental shift is required to meet the needs of Anishinaabe youth and is necessary to change the education to-employment system into one that is supportive, accessible, and engaging. The collaborators involved will assist and support the youth by integrating the following strategies in the next six years:

- ✦ **Engage 15-18 year old currently enrolled high school students in a process of consultation and decision of how they want teachers to work with them**
- ✦ **Engage 19-25 year old youth who left high school without a diploma in a process of consultation for a re-entry summer employment program including credit earning opportunities and skills development**
- ✦ **Develop and deliver a plan with affiliated communities, high schools and teachers**
- ✦ **Integrate exposures and opportunities to explore future employment, employment training, and future education possibilities**

Empowering Indigenous youth to assume leadership roles and take ownership of their educational and employment pathways to success holds immense significance. Their unique perspectives, cultural knowledge, and connection to their lands are vital in shaping inclusive systems that meet their needs. By assuming responsibility, Indigenous youth inspire future generations, foster self-determination, and empower their communities.

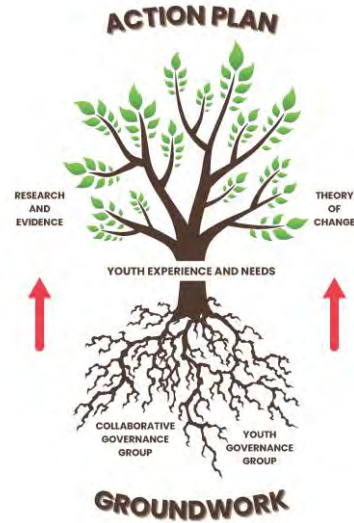


**Your path. Our ways.**

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

# LAYING THE GROUNDWORK

In the beginning two years of the innovation, recognizing the vital importance of laying the groundwork and involving all collaborators, including stakeholders, youth, and the communities served, becomes the cornerstone for accurately assessing and executing the project plan. This initial collaborative effort ensures a comprehensive understanding of the youth's needs, enabling the development of a tailored plan that addresses those needs effectively.



Your path. Our ways.

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

## LOOKING AHEAD

Once the groundwork has been established, a crucial next-step involves examining the compiled and analyzed data, along with the recommendations and perspectives gathered from the youth and their communities. This valuable information will be shared and deliberated amongst collaborators, and will then serve as the basis for identifying pathways connecting education and employment opportunities for the youth involved. Thus, leading into a more developed and tailored action plan for each individual community for the remainder of the innovation.

This initiative will provide various opportunities and benefits for youth and their respective communities:

- Capacity development of a representative group of First Nation high school students
- Capacity development of a representative group of First Nation youth that have left high school before completing an OSSD
- Summer employment opportunities connected to key business and industry sectors in the territory
- The professional development of high school educators (grades 9 through 12) working with students
- Formative and summative research that gathers evidence of improved high school graduation and employment outcomes



**Your path. Our ways.**

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

# Lead Organization and Collaborative

## Anishinabek Employment & Training Services (AETS)

AETS is a not-for-profit organization that provides project-based and workplace-based training to support the education-to-training and employment needs of on-and off-reserve members of nine Anishinabek communities in North Superior Treaty Region of Ontario. AETS is part of a national wide agreement with the Indigenous Skills Employment and Training (ISET), and one of the 110 distinct based Program Agreement Holders in Canada and one of 22 in Ontario.

## Maamaawisiwin Education Research Centre (MERC)

MERC brings over 20 years of Indigenous community development, research, and in-service teacher education experience specific to the North Superior Treaty Region to the collaboration.

## Endzhi-Gkinoohmaading

Operating in Pic River First Nation, Endzhi-gkinoohmaading Private High School is a First Nation, private high school that meets the regulatory requirements of a high school within the province of Ontario. Endzhi-gkinoohmaading brings a significant experience in distance education of First Nation youth and has a long collaborative history with AETS.

## Lakehead Public Schools

Lakehead has become a territorial leader in Indigenous education by developing unique programming and partnering with Indigenous organizations in an effort to increase the school success of Indigenous youth. Almost 50% of the overall student body has self-identified as Indigenous and many of the AETS community members living in Thunder Bay attend Lakehead schools.

## Outland Youth Employment Program (OYEP)

For over 20 years, Outland has operated the Outland Youth Employment Program (OYEP), a national, six-week, land-based job training, education and work experience program specifically developed for Indigenous youth. OYEP is a First Nation driven initiative that works towards equity and opportunity through education, training and work experience that fully immerses Indigenous youth in a land-based learning environment.



**Your path. Our ways.**

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

# Lead Organization and Collaborative

## Indigenous Works

For over 20 years, Indigenous Works is a national player working with companies to strengthen performance and results in Indigenous employment, workplace engagement and inclusion. AETS will continue to partner with Indigenous Works to provide project-related services to local business and industry partners.

## Northern Ontario Education Leaders (NOEL)

NOEL is an association of leaders of educational organizations in Northwestern Ontario. The NOEL table serves as a forum to discuss topics of common concern and to develop projects that will be of direct benefit to students. In October of 2022, NOEL directors and standing members, as well as school boards affiliated with AETS communities, were able to meet with AETS and be informed of the Land-based Systems Innovation initiative.

## Community Economic Development Commission (CEDC)

The CEDC played a significant role as a key contributor and partial financier of the "Fundamentals of Land-Based Learning Conference," organized by AETS and Biigtigong Nishnaabeg in November 2022. Moving forward, AETS and CEDC intend to sustain their collaborative partnership to further explore project-oriented goals.

## Roots To Harvest

Roots to Harvest and AETS are actively collaborating to help with alternative educational initiatives aimed at Indigenous youth who have left the formal education system prematurely. The Cooking for Cred program runs multiple sessions each year for adult learners 18-30 years old who want to gain some culinary skills from some of Thunder Bay's most talented chefs. The 7-week program includes workshops on making soup stocks, sauces, baking, roasting, carving and more. Everyone has the ability to obtain their safe food handling certification as well. AETS also provides support for childcare, transportation, and a completion stipend.

## Fort William First Nation (FWFN)

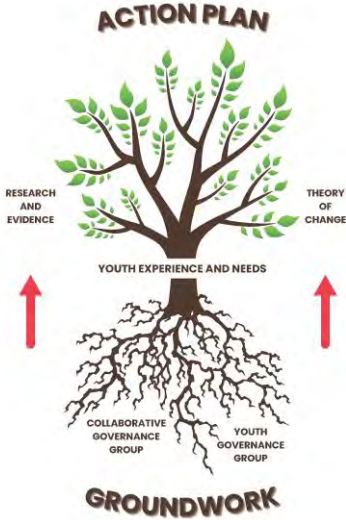
Fort William First Nation has been actively engaged with AETS, such as being an active host for the Fundamentals of Land-Based Learning Conference in November 2022. Additionally, FWFN has partnered with AETS in a significant project centered around moose hide tanning for the Continuing Education program. This collaboration has allowed community members to explore traditional practices while also pursuing educational objectives. FWFN remains committed to the project's objectives and will continue to support and engage in initiatives that promote cultural preservation and educational opportunities.



**Your path. Our ways.**

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

# Strategizing for Systems Change





**Your path. Our ways.**  
[www.aets.org](http://www.aets.org)


# Strategizing for Systems Change – Land Based Learning Conference

Join us to explore  
the  
**Fundamentals of  
Land-Based  
Learning** from a  
Biigtigong  
Nishnaabeg Lens.

NOVEMBER 10 & 11, 2022

 Biigtigong Nishnaabeg  
EDUCATION DEPARTMENT

 AETS



Your path. Our ways.  
[www.aets.org](http://www.aets.org)



# DAY 1 PRESENTATIONS

November 10, 2022

Fundamentals of  
Land-Based Learning

with Lisa Michano-Courchene

Learning from Animals:  
Fish & Moose Camp

with Shauna Bell & Lucas Michano-Courchene

Manoomin:  
Working with the Wild Rice

with Rhonda Lyons



**Your path. Our ways.**

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

# DAY 2 PRESENTATIONS

November 11, 2022

Education System Change:  
Improving High School Graduation  
Rates for Anishinaabe Youth

with John DeGiacomo and Dr. John Hodson

STEM and Indigenous  
Knowledge

with Amy Michano & Katriina Butschler

Assessment of Land-  
Based Learning

with Lisa Michano-Courchene & Corinne Skworchinski

Professional Development

with Alicia Green & Marie Desmoulin

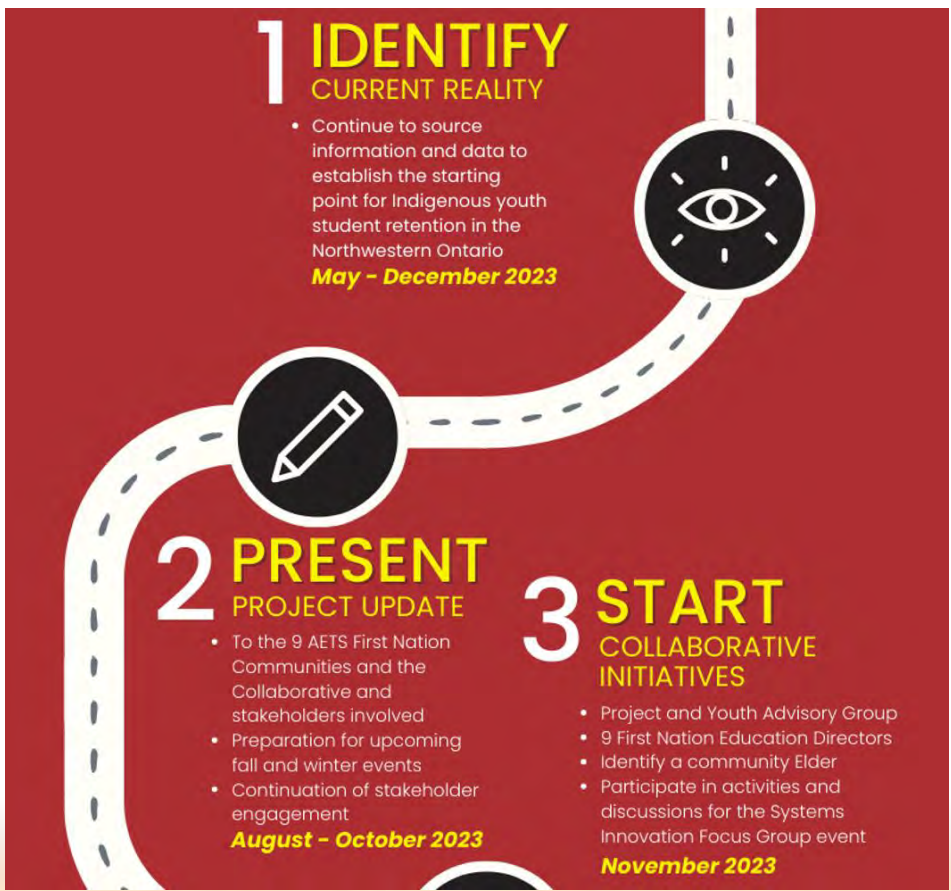


**Your path. Our ways.**

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



# Collaborations – Education Systems Evolution: Process



November 15, 2023

**Your path. Our ways.**  
[www.aets.org](http://www.aets.org)



# Collaborations – Education Systems Evolution: Process



November 15, 2023

**Your path. Our ways.**

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

# Collaborations – Education Systems Evolution: Process

**7 MEET WITH PARTNERS**

- Prepare and facilitate an Engagement Circle
- Determine pathways between education and employment opportunities

*May - June 2024*

**8 REVIEW & REFINE ACTION PLAN**

- Compile and tabulate key findings
- Conduct assessment and make necessary adjustments to the current vision and future action plan

*July 2024*



November 15, 2023

**Your path. Our ways.**  
[www.aets.org](http://www.aets.org)



285 Red River Road  
Thunder Bay, Ontario  
P7B 1A9



**AETS**  
**Anishinabek Employment  
and Training Services**

216 Brodie Street South  
Thunder Bay, Ontario  
P7E 1C2

Tel: (807) 346-0307

Fax: (807) 346-0310

Toll Free: (866) 870-AETS

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

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

Facebook: AETS Thunder Bay

Instagram: @aetsthunderbay

**Your path. Our ways.**

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

# ᐱᓪᓴᓴᓴᓴᓴᓴ Miiigwetch

Your path. Our ways.

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

November 15, 2023