

EDUCATION ▶ TRAINING ▶ EMPLOYMENT



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- Event:** Inclusion Works '24
- Topic:** Concurrent Sessions - Beyond the Checkmark Roundtable
Conversations: Session 12: Growing the Talent Pipeline
- Date/Time:** Thursday, October 10th 2024, 10:00 am to 11:30 am
- Location:** Vancouver Island Convention Centre, Nanaimo, BC
- Panel Speaker:** John DeGiacomo, Executive Director

October 10, 2024

AANIIN BOOZHOO WAACHIYAA BINVNU SHÉ:KON TUNNGASUGITSI

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



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Discussion Items:

1. Overview
2. Indigenous Skills and Employment Training (ISET) Agreements
 - Partners for Sectors/Employers to assist with increasing career choice awareness and growing the talent pipeline and pool
 - Collaborators for Sectors/Employers to co-develop and implement pathways with increasing skills and employment
3. Vision, Mission and Strategic Plan
4. Creating a Culture of Learning and Inclusion
5. Client Based Programs and Services & Project Based Programs
6. Partnerships & Project Based Program Highlights
7. Initiatives - Past Sampling
8. Initiatives - Current
9. Collaborations
10. Contact Information



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Overview...part of Indigenous Skills and Employment Training (ISET) Network

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



Overview...Economic Outlook:

- The Indigenous economy is looking 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:

- 27th 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 110 ISET Agreement Holders in Canada, 22 in Ontario and 8 in Northwestern Ontario half-way through 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 9,200 First Nation Citizens



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AETS Overview...con't:

- Delivering education to training to employment services and programs for the First Nation Citizens who are from the following communities and beyond:
 - Animbiigoo Zaagi'igan Anishinaabek (Lake Nipigon Ojibway)
 - Biigtigong Nishnaabeg (Pic River First Nation)
 - Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay First Nation)
 - Bingwi Neyaashi Anishinaabek (Sand Point First Nation)
 - Kiashke Zaaging Anishinaabek (Gull Bay First Nation)
 - Michipicoten First Nation
 - Netmizaaggamig Nishnaabeg (Pic Mobert First Nation)
 - Pays Plat First Nation
 - Red Rock Indian Band
- [Honouring our History - 25th Anniversary \(1997-2022\) Booklet - dated July 28, 2022](#)



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AETS Overview...con't:



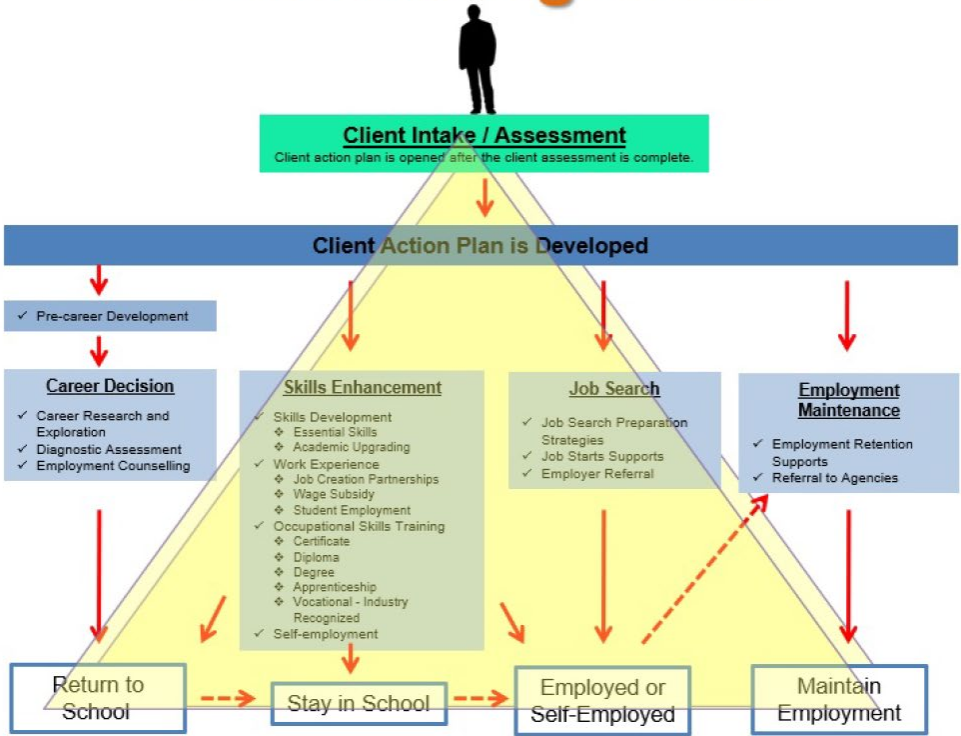
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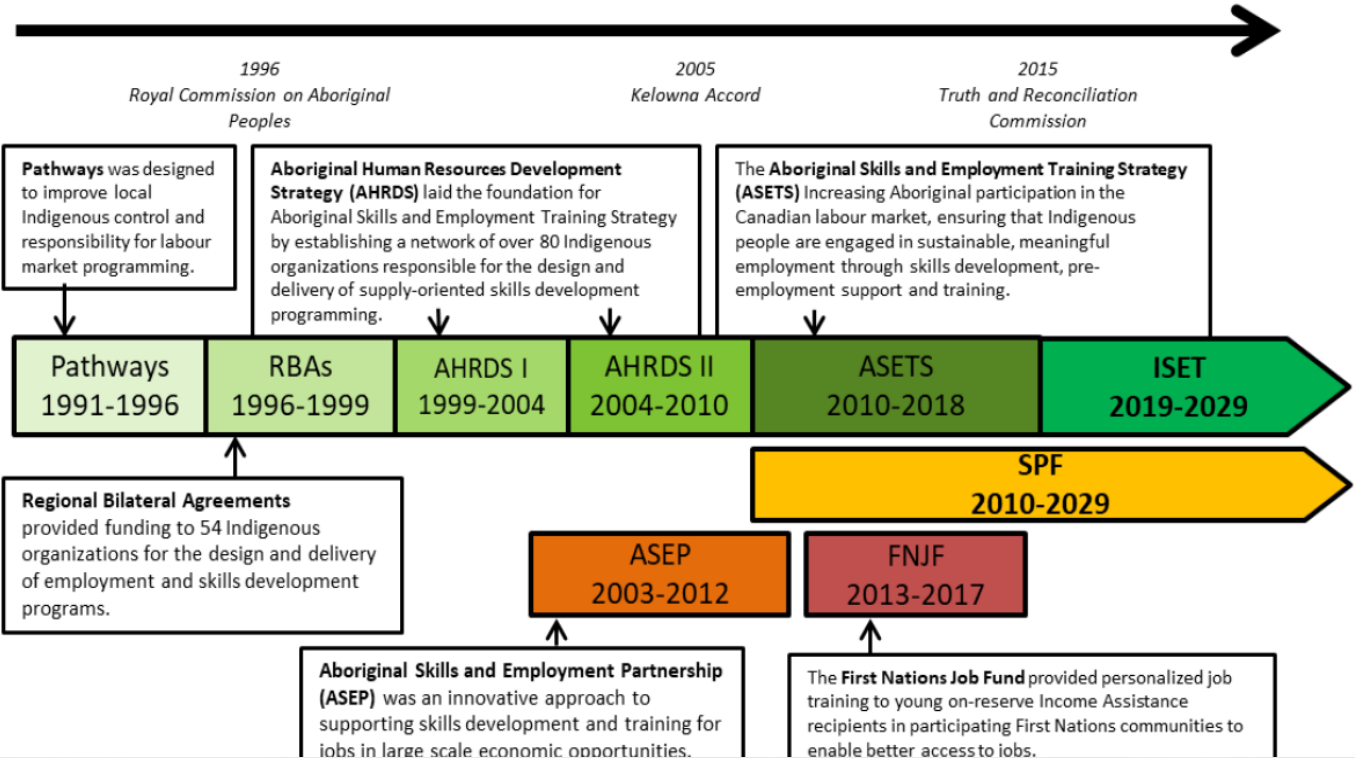
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Case Management



Indigenous Skills and Employment Training Program Evolution



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Indigenous Skills and Employment Training (ISET) Agreement Holders:

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



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Vision: Skilled Indigenous Workforce

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

Strategic Plan:

- Client Focused
- Results Driven
- Organizational Capacity
- Partnerships

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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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Initiatives...sampling:

Past:

- 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:

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 Bimaadziwin - Building Innovative Pathways to Indigenous Employment:
 - [Cell Phone Path to Employment Pilot Project](#), [Driver's License](#), [Elders in Residence](#), [Seven Sacred Teachings Award](#), [Continuing Education](#)
- Training Programs:
 - [Elders - Age Well In Home Program](#)
 - [Wellness Opportunities Initiative](#)
 - [Construction Craft Worker/Cement Finisher Training – Fall 2024](#)
 - [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?

- \$10 gift card for each survey completed
- Entered into other prizes:
 - <https://www.aets.org/lmi>



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Indigenous Labour Market Information Survey Project

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

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



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

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

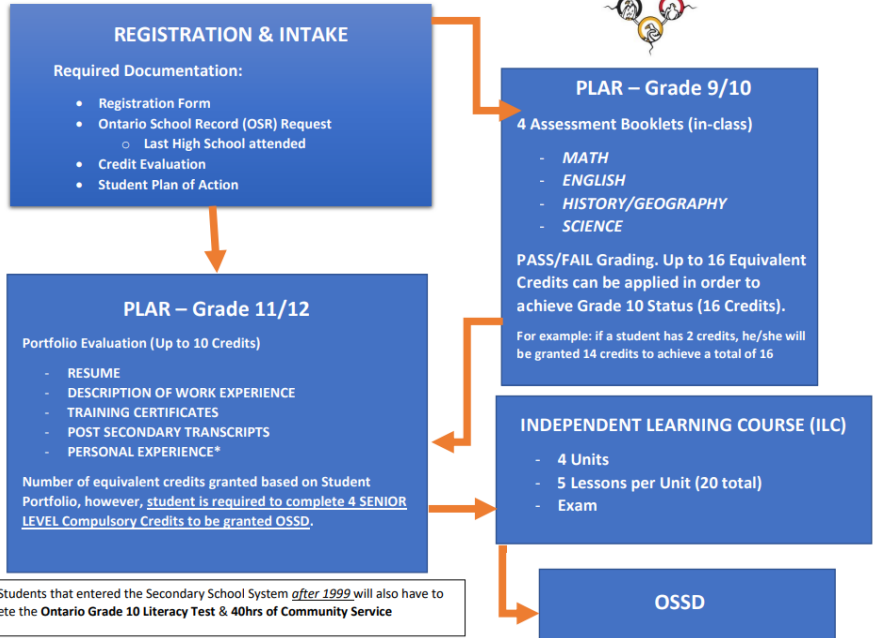
www.aets.org/LMI



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

Collaborations – Continuing Education:

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



GET YOUR HIGH SCHOOL DIPLOMA

Anishnabek Employment and Training Services (AETS) with Biigtigong Nishnaabeg Endzhi-gkinoohmaading Private High School is offering FREE 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

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FOR MORE INFORMATION:

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

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Collaborations - Elder in-Residence Program for Support:

- 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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Miigwetch!

Contact Information:

Anishinabek Employment & Training Services

285 Red River Rd.
Thunder Bay, Ont.
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(Waverley Library)

216 S Brodie St.
Thunder Bay, Ont.
P7E 1C2
(Brodie Library)

251 Red River Rd
Thunder Bay, Ont.
P7B 1A7
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Email: aets@aets.org

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