

EDUCATION ▶ TRAINING ▶ EMPLOYMENT



AETS

**Anishinabek Employment
and Training Services**

Your path. Our ways.



Elder Acknowledgement



Elder Tim Hardy

**Biinjitiwaabik Zaaging Anishinaabek
(Rocky Bay First Nation)**

We extend our heartfelt gratitude to Tim for his unwavering support and invaluable knowledge sharing. His hard work makes a big difference in our community, and we are honoured to have him involved in this empowering initiative.



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Land Acknowledgement



Image from Shingwauk Residential Schools Centre

Commissioner William B. Robinson (Left)
led treaty negotiations with Indigenous peoples in Canada, including the Robinson Superior Treaty of 1850.

Gimaa Shingwauk (Middle)
a respected Ojibwe leader, played a key role in talks with the British about land agreements.

Gimaa Nebenaigooching (Right)
an Ojibwe leader involved in negotiating the Robinson Superior Treaty in 1850, representing his people's interests.



Image from RSMIN Community Heritage Wiki



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Boozhoo, Aaniin!



John DeGiacomo
Executive Director



Zola Costa
Program Coordinator,
Continuing Education



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COMMUNITY REPRESENTATION



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)



Kiasheke Zaaging Anishinaabek
(Gull Bay First Nation)



Netmizaaggamig Nishnaabeg
(Pic Mobert First Nation)



Michipicoten First Nation



Pawgwasheeng
(Pays Plat First Nation)



Red Rock Indian Band



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Vision: A 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

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



EMPLOYER PORTAL



[SITEMAP](#) | [HELPDESK](#) | [LOGIN](#)



[HOME](#) [ABOUT US](#) [PROGRAMS](#) [SERVICES](#) [FORMS](#) [JOB BANK](#) [NEWS](#) [CONTACT US](#)

Portal - Employers

To create a job posting please create an account, or sign in below.

Create an account with AETS's Superior Database for promoting to eligible candidates based on your posting criteria. With an account you can share job postings and contact information.

[Create Account](#)

[Sign In](#)

AETS is working on a new feature, so that AETS Job Seeker Clients that fit the criteria of specific job postings can be viewed and contacted by prospective Employers as well as a new feature to schedule and conduct interviews with an online interview tool.



EMPLOYER PORTAL



SITEMAP | HELPDESK | LOGIN | Search the site



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Current Job Opportunities

Family Service Worker - After hours

Tikinagan Child & Family Services

Sioux Lookout, Ontario Full Time Posted 0 days ago
Closes 8/31/2024

The Family Service Worker oversees services and supports to families - families whose children have been taken into care and families whose children ...

Primary Care Paramedic - Terrace Bay

City of Thunder Bay

Kakabeka, Ontario Part Time Posted 0 days ago
Closes 9/1/2024

Part-time primary care paramedic opportunities exist in Geraldton, Nipigon, Upsala, Longlac, Terrace Bay, Schreiber, Manitouwadge, Nakina, Red Rock, Armstrong...

Drug Strategy Specialist

City of Thunder Bay

Thunder Bay, Ontario Full Time Posted 1 month ago
Closes 7/9/2024

The Corporation of the City of Thunder Bay has a rewarding opportunity for a Drug Strategy Specialist! Apply on-line at <https://www.thunderbay.ca/en/city-hall/jobs.aspx> ...

Job Bank

Job Type

Any

Location

Any

[Employer Portal](#)

[Canada Job Bank](#)

[AETS Canada Job Bank Feed](#)

[WorkScape Northwest](#)

[Employer Odd Jobs Squad Waiver](#)

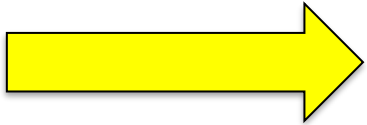


INTERESTED IN HIRING?

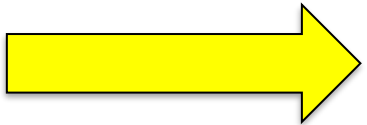
Recruit candidates through our free
online AETS Job Posting Service!



Submit via the Employer Portal



Email to: jobs@aets.org



Fax to: (807) 346-0310



INTERESTED IN HIRING?

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





INTERESTED IN HIRING?

Recruit leading-edge candidates through our free online
[AETS Job Posting](#) Service!

It's as easy as...

1 **Emailing** your job posting to:
jobs@aets.org

OR

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

OR

3 **Submitting** your job posting via:
<http://www.aets.org/portal-employers>

Other Employer Services:

- Application/Resume Collecting, Packaging and Forwarding for all employment & volunteer opportunities
- On-Site Briefing Session Room and Interview Room Co-ordination
- Video Conference Reservation
- Targeted Referrals
- Wage Subsidies

Be a Training Employer:

- Contact our Proposal & Partnership Development Officer by calling 807-346-0307, to explore partnering as a Training Employer for one of our current or upcoming Training Programs

YEAR ROUND FREE PROFESSIONAL SERVICES!

To learn more about our services, please contact us at:

Anishinabek Employment & Training Services
285 Red River Road
Thunder Bay, Ont., P7B 1A9

Tel: (807) 346-0307
Fax: (807) 346-0310
Email: aets@aets.org
Website: <http://www.aets.org>



INDIGENOUS WORKS INCLUSION CONTINUUM

1 - INDIFFERENCE

Inclusion is not on the radar

2 - INTIMIDATION

Inclusion as forced compliance

3 - IMAGE

Inclusion as public relations



6 - INTEGRATION

Inclusion as a catalyst for growth

5 - INCUBATION

Inclusion nurtured as a core competency

4 - INITIATION

Inclusion as a business imperative



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LABOUR MARKET INFORMATION SURVEY (LMI)

EXPLORES employment-related data from working age Indigenous citizens on/off reserves

REFLECTS a community's overall available workforce, including knowledge, skills, and abilities

ANALYZES data and uses it to improve education, training, and employment-related programs and services



For more info, visit
www.aets.org/LMI

Eligibility Requirements:

- 15+ years old
- From one of the nine AETS communities
- At least 10 months since your last survey
- \$10 gift card for each survey completed



CONTINUING EDUCATION



Biigtigong
Nishnaabeg
Endzhi-gkinoohmaading
Private High School

- Serves individuals of any age
- Must be affiliated with a First Nation community
- Offered for both on-reserve and off-reserve students
- Virtual and in-person options
- No costs to enroll



Anishinabek Employment and Training Services (AETS) with Biigtigong Nishnaabeg Endzhi-gkinoohmaading Private High School is offering EBEL 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 (BD13C)

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

Starting February 6th 2024

OTHER SUPPORTS

Laptop Loan Program
Booklet 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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CONTINUING EDUCATION



Biigtigong
Nishnaabeg
Endzhi-gkinoohmaading
Private High School

Other supports:

- Tutoring Sessions
- Career and Guidance Specialist
- Life Skills Program
- Laptop Loan Program
- High School Prior Learning Assessment & Recognition (PLAR) Process
- Internet Connectivity Loan Program



Anishinabek Employment and Training Services (AETS) with Biigtigong Nishnaabeg Endzhi-gkinoohmaading Private High School is offering EBEL 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 February 6th 2024

OTHER SUPPORTS

Laptop Loan Program
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CONTINUING EDUCATION

GRADE 9-12:

- Prior Learning Assessment & Recognition of (PLAR)
- **PLAR** allows students to gain recognition for their prior learning and experiences. After assessment, next steps and required courses are identified

GRADE 11:

- **ENG3C** – College English
- **NBE3E** – English: Understanding Contemporary First Nations, Metis, and Inuit Voices
- **MEL3E** – Essential Mathematics
- **MBF3C** – Foundations for College Mathematics
- **IDC30** – Land-Based Course

GRADE 12:

- **ENG4C** – College English
- **ENG4E** – Workplace English
- **OLC40** – Ontario Literacy Course
- **MAP4C** – Applied Mathematics
- **MCT4C** – Mathematics for College Technology
- **IDC40** – Land-Based Course



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Systems Innovation – Education Systems Evolution:

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



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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

To increase the 25% Indigenous high school graduation rates among the Northwestern Ontario Region

- Develop and measure the impacts of the education to employment system and how factors in those systems pose a primary barrier to high school graduation rates and employment opportunities for youth 15-25
- Provide guidance and resources for youth to overcome challenges and complete their high school education while integrating and preserving Anishinaabe values and culture throughout their development
- Provide access to employment opportunities and professional development while applying their cultural knowledge, skills, and perspectives



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AGE GROUPS

15–18 YEARS

- currently enrolled in high school

19–25 YEARS

- who left high school without completing an Ontario Secondary School Diploma (OSSD)



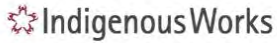
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COLLABORATORS

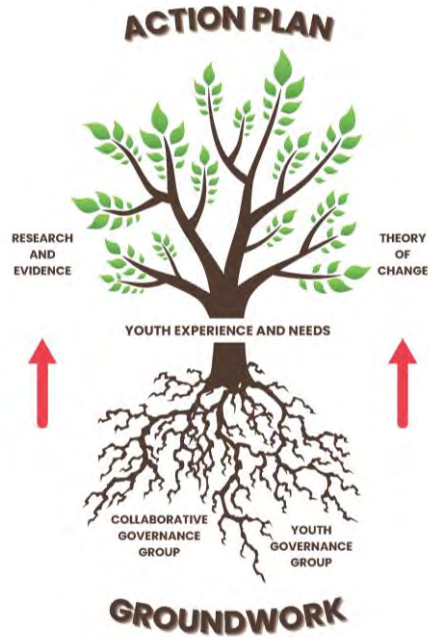
The six year innovation involves the essential participation of the following individuals, groups, and organizations to enhance the 60% non-graduation rates and future employment prospects of Anishinaabe youth served in the nine First Nation communities of AETS:



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LAYING THE GROUNDWORK



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STRATEGIES

YOUTH 15-18 YEARS

ACTIVE CHANGE AGENTS

Deciding how they want educators to work with them

YOUTH 19-25 YEARS

SELF GOVERNANCE MEMBERS

Consultation for a re-entry summer employment program

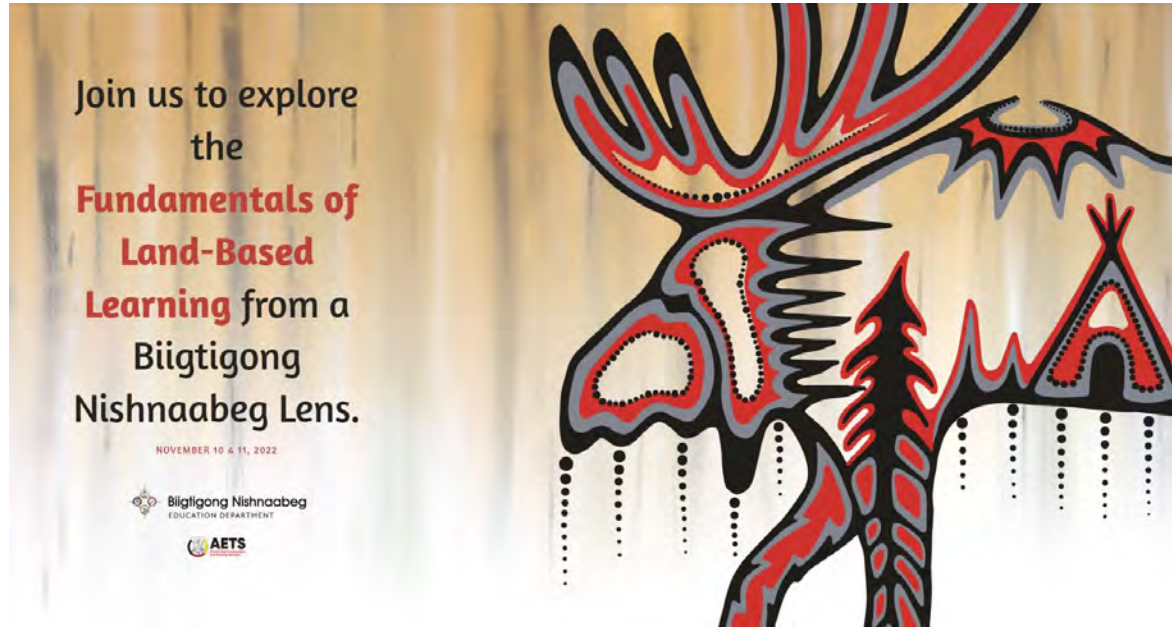


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Strategizing for Systems Change – Land-Based Learning Conference



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

NOVEMBER 10 & 11, 2022



November 10 & 11, 2022



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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



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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



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Strategizing for Systems Change – Systems Innovation Focus Group Event

November 14 & 15, 2023



SYSTEMS INNOVATION FOCUS GROUP

Improving Graduation Rates and Employment Outcomes
for Anishinaabe Youth in Northwestern Ontario



DATE
Nov. 14 & 15, 2023

TIME
9:00am – 4:00pm

LOCATION
132 Algoma Street S.
(Thunder Bay Italian Cultural Centre)

SPECIAL GUEST

Stan Wesley

KEYNOTE SPEAKERS

Dr. John Hadson
Rhonda LeClair
Kari Chiappetta
Deanne Gagnon
John Degiacomo
Zola Costa

Scan the QR code or



Click [here](#) to register!

Registration Deadline:
November 3

LIMITED SEATING AVAILABLE



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DAY 1 PRESENTATIONS

November 14, 2023

Recognizing Our Gifts and
Celebrating Our Strengths

with Kari Chiappetta

What Does Success
Mean to Me?

with Deanne Gagnon

Cultivating Student
Success

with Kari Chiappetta



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DAY 2 PRESENTATIONS

November 15, 2023

Systems Innovation
Project

with John DeGiacomo & Zola Costa

Research on Anishinaabe
High School Graduation Rates

with Dr. John Hodson

Youth Sharing Circle

with Dr. John Hodson

Biigtigong Nishnaabeg
Curriculum Guidelines

with Rhonda LeClair

Tabahon: A Traditional Game to
Connect with Our Ancestors

with Stan Wesley



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Emotional Culture Deck Session Outcomes – Comparison

Our student's success relies on them feeling...	Our success relies on us feeling...
CONNECTED	CONNECTED
CONFIDENT/PROUD	CONFIDENT
SUPPORTED/WELCOME	SUPPORTED
COURAGEOUS	ENERGIZED
CURIOUS	INSPIRED
	SECURE



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Systems Innovation – Education Sharing Circles

January 25 & 26, 2024



SYSTEMS INNOVATION

EDUCATION SHARING CIRCLES

Improving Graduation Rates and
Future Employment Outcomes for
Anishinaabe Youth in Northwestern Ontario



DATE
Jan. 25+26, 2024

TIME
9:00am - 4:00pm

LOCATION
2080 Hwy 61, Thunder Bay, ON
(Nor'wester Hotel & Conference Centre)

SPECIAL GUEST

Ron Kanutski

KEYNOTE SPEAKERS

Dr. John Hodson
Lisa Michano-Courchene
Darren Lentz
Dave Bradley
John Degiacomo
Zola Costa

Scan the QR code or



Click [here](#) to register!



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DAY 1 PRESENTATIONS

January 25, 2024

Systems Innovation Project

with John DeGiacomo & Zola Costa

Research on Anishinaabe High School Graduation Rates

with Dr. John Hodson

Education Directors Sharing Circle

with Dr. John Hodson

Outland Youth Employment Program (OYEP)

with Dave Bradley

Integration of Land-Based Learning in the Provincial Education System

with Darren Lentz



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DAY 2 PRESENTATIONS

January 26, 2024

Pathways to Success in
Education

with Lisa Michano-Courchene

Understanding the Roots to
Headling and Wellness in
Education

with Ron Kanutski

School Board Representatives
Sharing Circle

with Dr. John Hodson

Expanding Indigenous
Knowledge Throughout
Academia

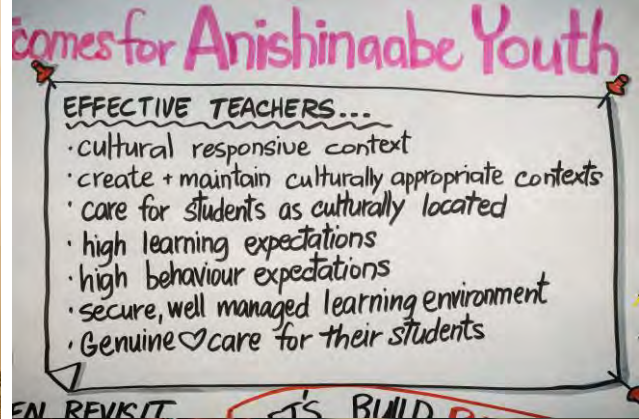
with Raven Linklater



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Systems Innovation – Gathering Perspectives

April 20 & 21, 2024



SYSTEMS INNOVATION **GATHERING PERSPECTIVES**

Improving Graduation Rates and Future Employment
Outcomes for Anishinaabe Youth in Northwestern Ontario

SPECIAL GUESTS

Sara Kae
Gail Bannon

SPEAKERS

Dr. John Hodson
Ron Kanutski
Zola Costa
John DeGiacomo



DATE
April 20 + 21, 2024



TIME
9:00am – 4:00pm



LOCATION
2080 Hwy 61, Thunder Bay, ON
(*Norwester Hotel & Conference Centre*)



[Click here or scan to register!](#)

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DAY 1 PRESENTATIONS

April 20, 2024

Systems Innovation
Project

with John DeGiacomo & Zola Costa

Youth Representatives Data
Review – **“What We Know Now”**

with Dr. John Hodson

Wiigwaas
Makakoonsiidiwin

with Gail Bannon

Sara Kae

Indigenous Musician

MAKADE

Indigenous Musician/DJ



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DAY 2 PRESENTATIONS

April 21, 2024

Wiigwaas Makakoonsiidiwin
with Gail Bannon

The Four Pillars of Mental
Health and Wellness
with Ron Kanutski

Youth “Gathering Perspectives”
Sharing Circle

with Dr. John Hodson



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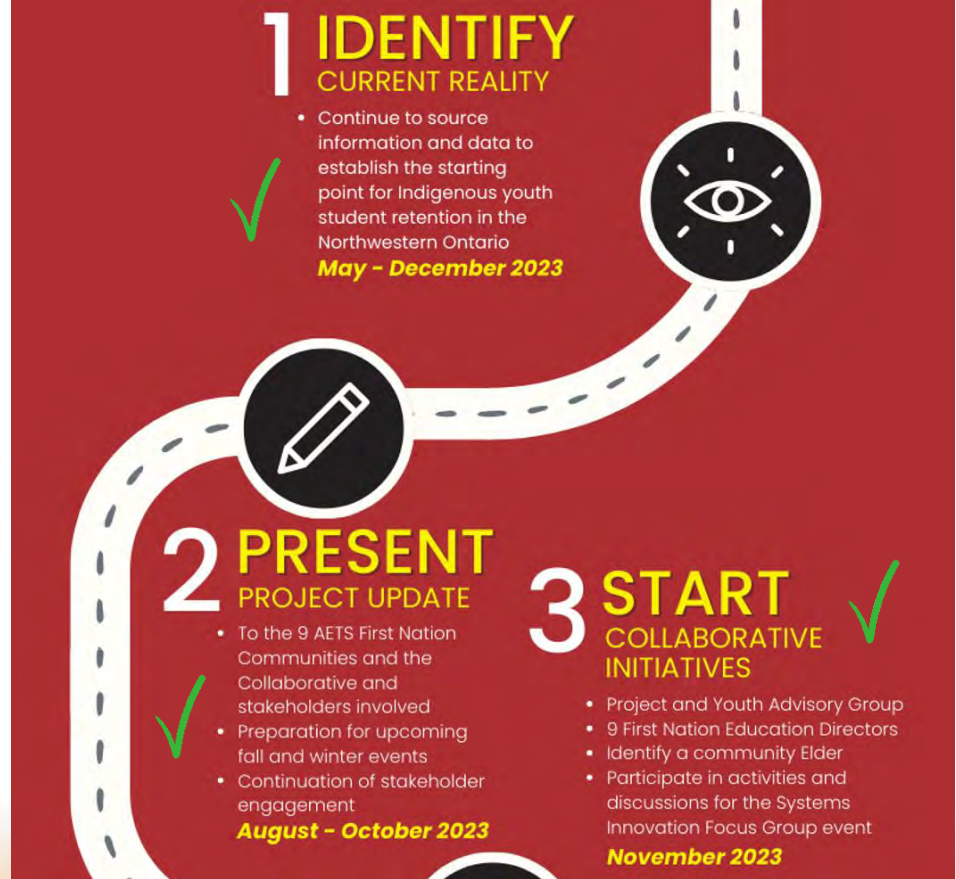




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THE PROCESS AND TIMELINE



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THE PROCESS AND TIMELINE

4 PARTICIPATE IN ENGAGEMENT CIRCLES

- Review findings with 9 First Nation Education Directors
- Meet with the District School Board representatives

January 2024



5 BEGIN DEVELOPMENT

- Compile and analyze all feedback from Engagement Circles
- Prepare initial recommendations

February 2024



6 GATHER PERSPECTIVES

- Bring the youth, Elders, and community representatives together
- Facilitate essential interactive workshops
- Document significant discoveries, including potential obstacles and solutions

March - April 2024



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THE PROCESS AND TIMELINE

✓ 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



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ACTION PLAN AND NEXT STEPS

Partnership Roles:

1. Sign the Collaboration Agreement
2. Complete Partner Assessment Tool – Student Commission of Canada
3. Engage with AETS and Regional Youth Representatives at future events
4. Provide organizational information and/or career paths to facilitate networking and employment opportunities.



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ACTION PLAN AND NEXT STEPS

Tentative plans and steps:

- Employers – Professional Development
- Educators – Professional Development
- Youth – Land-Based Learning Opportunity (i.e OYEP)

July 4 – Collaboration Letter Signing & Partner Assessment Tool – Student Commission of Canada

July 17 – OTF Check-In Meeting and Verification

July 19 – AETS Board Meeting for Action Plan approval

Summer/Fall 2024 – Project Update



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**285 Red River Road
Thunder Bay, Ontario
P7B 1A9**



AETS

**Anishinabek Employment
and Training Services**

**216 Brodie Street South
Thunder Bay, Ontario
P7E 1C2**

Zola Costa

**Systems Innovation Project Lead
Program Coordinator, Continuing Education**

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Web: www.aets.org/systems-innovation

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