

EDUCATION ▶ TRAINING ▶ EMPLOYMENT



AETS

**Anishinabek Employment
and Training Services**

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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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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

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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AETS Overview...con't:



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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

Programs

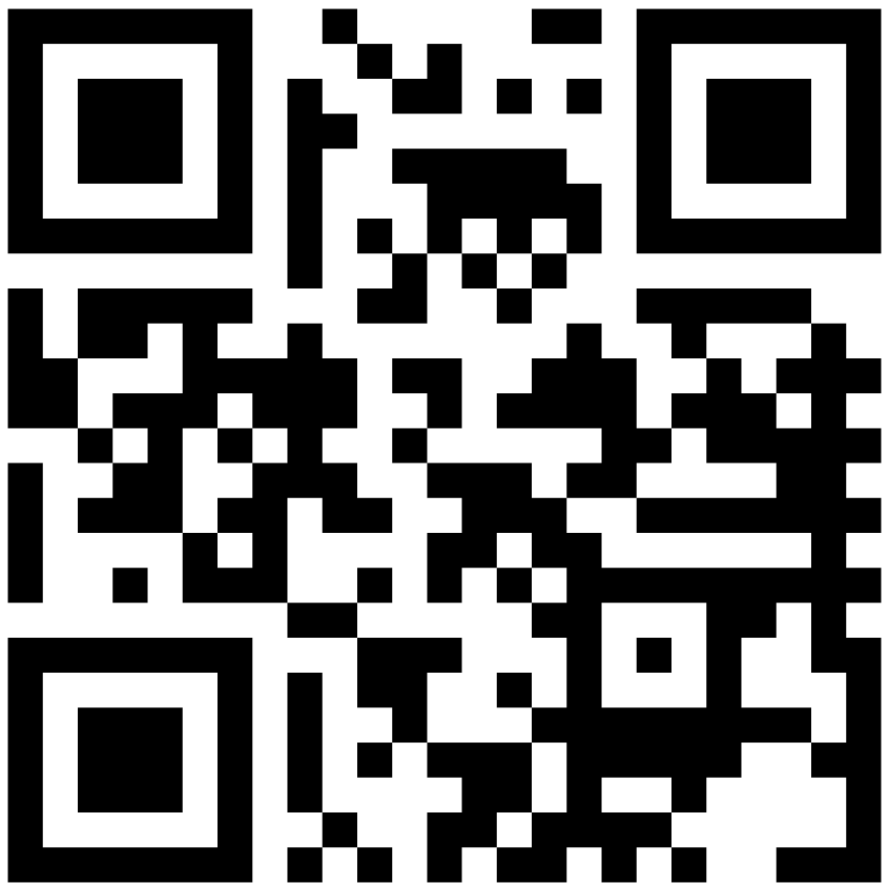
- Course Purchases and Allowances
- Disability Supports
- Employment Maintenance & Upskilling
- Employment Start-Up
- Entrepreneurial Development
- Feepayor
- Mobility Assistance
- Pre-Employment Supports
- Relocation/Moving Expenses
- Self-Employment Benefits
- Wage Subsidy



Services

- Career Planning / Decision Making
- Cover Letter & Resumes
- Employment Advising
- Job Search Strategies
- Labour Market Information (LMI)
- Resource Centre Access
- Workshops
- Continuing Education





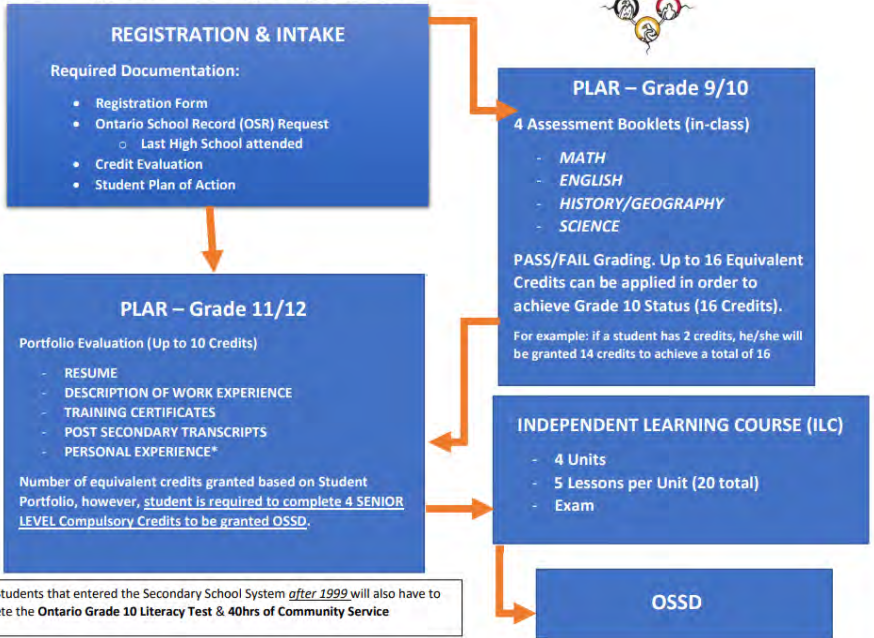
Labour Market Information Survey (LMI)

Eligibility requirements:

- 15+ years old
- From one of the nine AETS communities
- At least ten months since your last survey
- \$10 gift card for each survey completed
- www.aets.org/LMI

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!

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
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

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NURTURING MINDS, EMPOWERING FUTURES

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

VISION

- 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 with out completing an OSSD



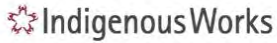
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COLLABORATORS

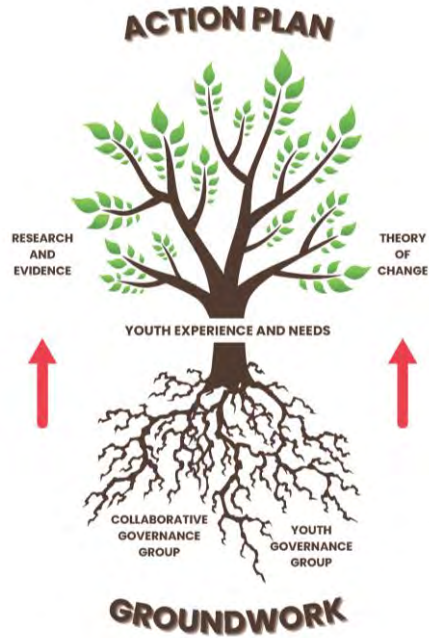
The six year innovation involves the essential participation of the following individuals, groups, and organizations to enhance the 60% non-graduation rates and future employment prospects of Anishinaabe youth served in the nine First Nation communities of AETS:



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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

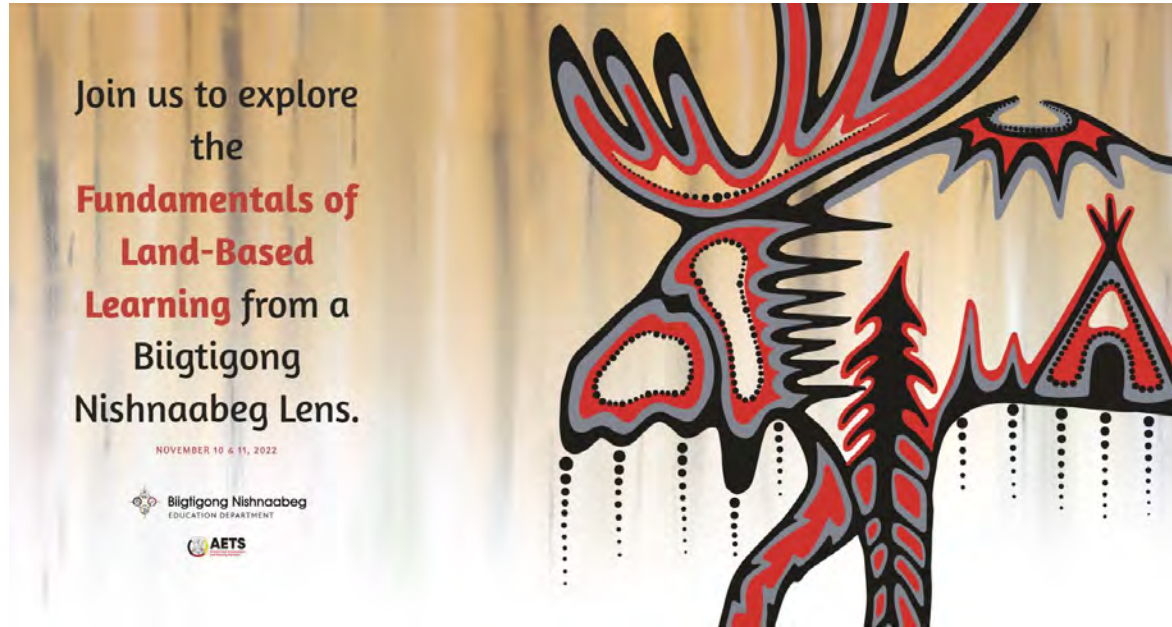


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Strategizing for Systems Change – Land-Based Learning Conference



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

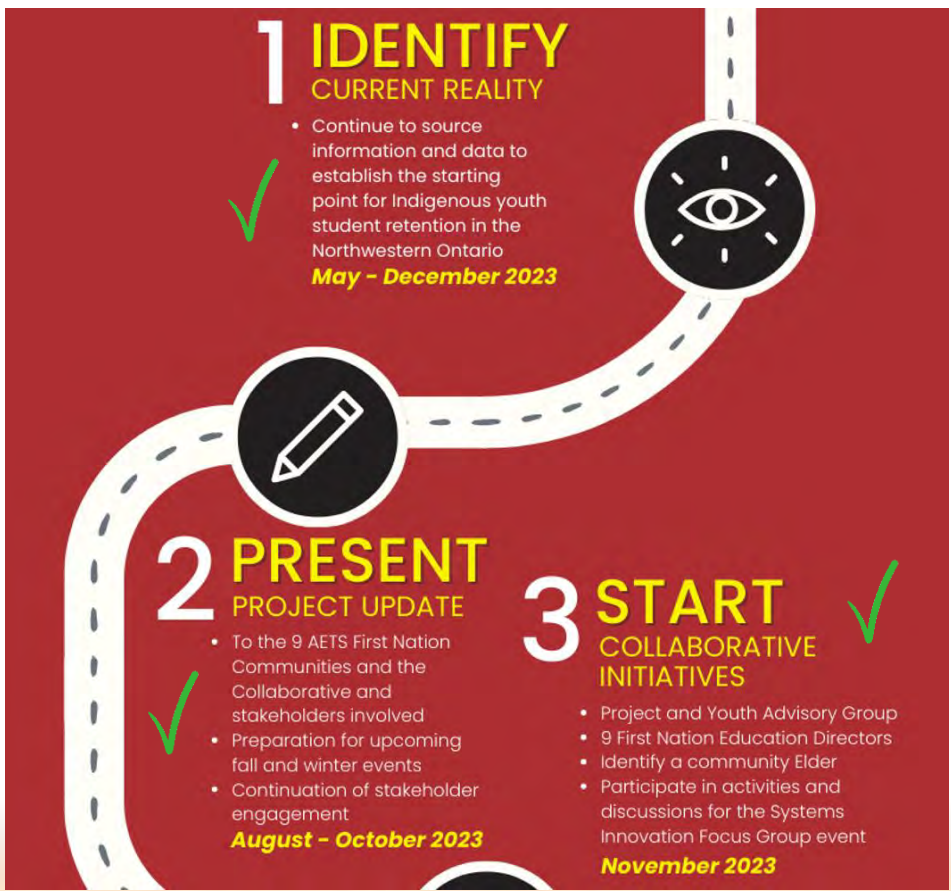
| Our student's success relies on them feeling... | Our success relies on us feeling... |
|---|-------------------------------------|
| CONNECTED | CONNECTED |
| CONFIDENT/PROUD | CONFIDENT |
| SUPPORTED/WELCOME | SUPPORTED |
| COURAGEOUS | ENERGIZED |
| CURIOUS | INSPIRED |
| | SECURE |



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Collaborations – Education Systems Evolution: Process



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Collaborations – Education Systems Evolution: Process



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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



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



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**Anishinabek Employment
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**216 Brodie Street South
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Zola Costa

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Web: www.aets.org/systems-innovation

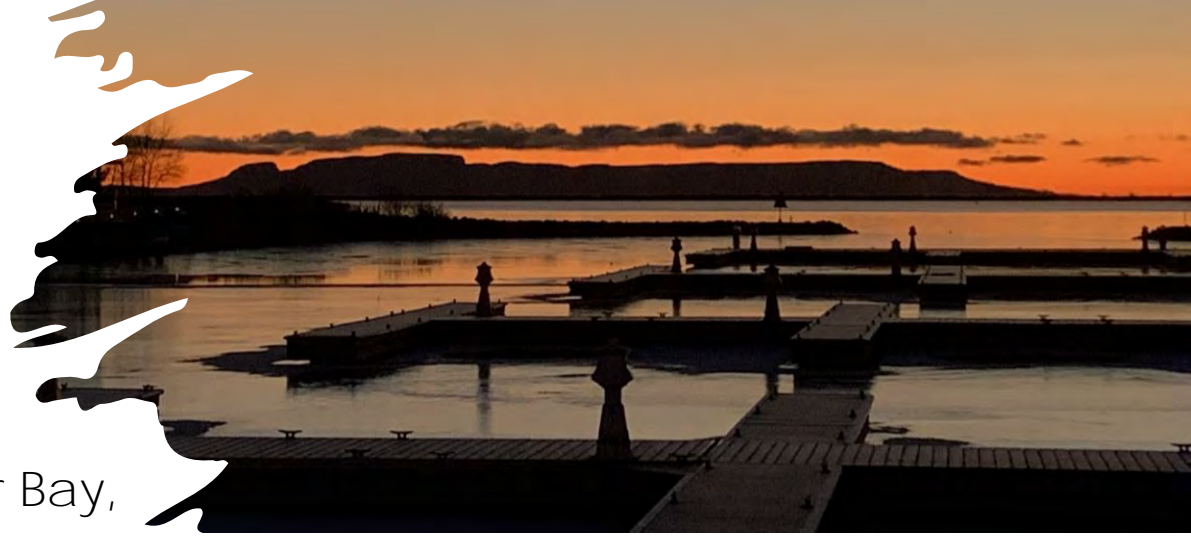
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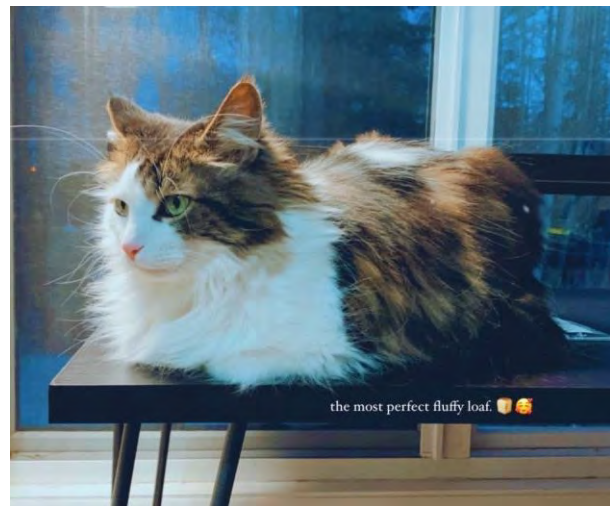
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ZOLA COSTA

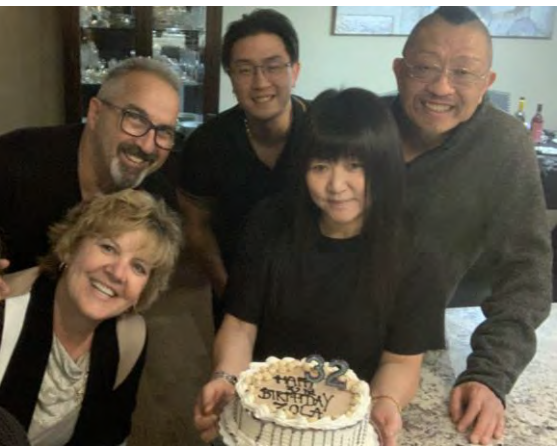
- Born and raised in Thunder Bay, Ontario
- 3rd Generation Settler
 - Italian
 - British
 - Irish/Scottish
- Singing, Dance, Photography, Gardening, Travelling, Hiking, Yoga
- CATS!







FAMILY



EDUCATIONAL JOURNEY



- K-Gr. 2 – St. Francis Catholic School
- Gr. 3-5 – St. Elizabeth Catholic School
- Gr. 6 – Sherbrooke Public School
- Gr. 7-8 – Sacred Heart Catholic School
- Gr. 9-12 – St. Patrick's High School

- 2010-2013 – Lakehead University – Bachelor of General Arts
- 2016-2018 – Lakehead University – Honour's Bachelor of Education – Primary/Junior (K-6)



LESSONS LEARNED

AS AN EDUCATOR

- Be patient
- Give students time
- Trust and relationships are KEY!
- Be open minded
- There is more than meets the eye
- Be flexible
- Take risks!
- Use your voice
- Ask questions
- Be kind to yourself
- Give yourself credit
- Be proud of how far you've come!
- Break the cycle
- Don't be afraid to ask for help

AS A PERSON

- Be patient
- Give yourself/others time
- Trust and relationships are KEY!
- Be open minded
- There is more than meets the eye
- Be flexible
- Take risks!
- Use your voice
- Ask questions
- Be kind to yourself
- Give yourself credit
- Be proud of how far you've come!
- Break the cycle
- Don't be afraid to ask for help

HOPES AND VISIONS

1. Holistic Indigenous Education
2. Community Empowerment
3. Embracing Culture Identities and Education
4. Youth Leadership



Zoongide'ewin



Gwayakwaadiziwin



Dabaadendiziwin



Zaagidiwin



Minaadendamowin



Debwewin



Nibwaakaawin