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**Anishinabek Employment
and Training Services**

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...leading in the development of a skilled Indigenous workforce empowering the Anishinabek, respectful of culture and heritage.

Session: Panel Discussion 2
– Working Together to Support Each Other

Presented for: Come North
– Population Growth Strategy Planning Conference Northwest
Tuesday February 18, 2020 at 3:30 pm at the Delta Hotel by Marriot

Presented by: John DeGiacomo, Executive Director

EDUCATION ▶ TRAINING ▶ EMPLOYMENT



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Discussion Items

- Creating a Culture of Learning and Inclusion
- Overview/Regional Map
- Indigenous Skills and Employment Training (ISET) Program Agreement Holders
- Client Based Programs and Services
- Project Based Programs/Employer Services
- Partnership Highlights & Examples:
 - Service Delivery Enhancement Partnership with the Thunder Bay Public Library
 - Sector Based Training Initiatives – Past and Present
- Collaboration Highlights:
 - Supercom
 - Continuing Education and Aboriginal Leadership Program
 - Labour Market Information (LMI) Pilot Project
 - Indigenous Works - Inclusion Continuum and upcoming Workplace Inclusion Event
- Contact Information



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AANIIN BOOZHOO WAACHIYAA BINVNU SHÉ:KON TUNNGASUGITSI

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



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Welcome Mural Wall Guide – 20 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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Creating a Culture of Learning and Inclusion



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Creating a Culture of Learning and Inclusion...cont'd

- The Aboriginal Population in Canada is young and growing:
 - Total Aboriginal population in 2016: **1,673,785**
(4.9% of Canada's total population)
 - Growth (2006 to 2016) **+42.5%**
 - Average age: **32.1 years**
(almost a decade younger than the non-Aboriginal population)



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Creating a Culture of Learning and Inclusion...cont'd

- Top 6 Ontario Census Metropolitan Areas (CMA) and Census Agglomerations by Aboriginal identity, 2016:
 - Toronto: 46,315
 - Ottawa-Gatineau: 38,115
 - Greater Sudbury: 15,695
 - **Thunder Bay: 15,075**
 - Hamilton: 14,445
 - London: 12,070



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Creating a Culture of Learning and Inclusion...cont'd

- Top 15 CMA and Census Agglomerations by Aboriginal identity, Canada, 2016:
 - Winnipeg: 92,810
 - Edmonton: 76,205
 - Vancouver: 61,455
 - Toronto: 46,315
 - Calgary: 41,645
 - Ottawa-Gatineau: 38,115, Montreal: 34,745, Saskatoon: 31,350
 - Regina: 21,650
 - Victoria: 17,245
 - Halifax: 15,815
 - Greater Sudbury: 15,695
 - **Thunder Bay: 15,075**
 - Hamilton: 14,445
 - London: 12,070



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Overview

- Established in 1997 and Incorporated in 2009
- Assisted First Nation Citizens for over 23+ years to stay in or re-enter the labour force
- Acted as a Local Delivery Mechanism (LDM) under another Indigenous Skills Employment Training (ISET) Agreement Holder until July 1, 2019
- Approved as a stand alone [ISET Agreement Holder](#) with Canada as of July 2, 2019
- 1 of 22 ISET Agreement Holders in Ontario, under a 10 year program with Service Canada to improve:
 - skills levels, and
 - 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



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Overview...con't

- Delivers employment and training 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



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Regional Map



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Indigenous Skills and Employment Training (ISET) Program Agreement Holders –

Northwestern Ontario Link: <https://www.aets.org/nw-ontario-aseta-holders>

- 7 Northwestern Ontario Regional ISETA Holders:
 - **Anishinabek Employment and Training Services**
 - Anishinabek Nation (Union of Ontario Indians)
 - Kiiikenomaga Kikenjigewen Employment & Training Services (KKETS)
 - Metis Nation of Ontario (MNO)
 - Ontario Federation of Indian Friendship Centres (i.e.: Thunder Bay Indigenous Friendship Centre)
 - Shooniyaa Wa-Biitong (Grand Council Treaty # 3)
 - Sioux Lookout Area Aboriginal Management Board (SLAAMB)
- 22 Ontario ISET Program Agreement Holders in [Ontario](#)
- 110 distinct based ISET Program Agreement Holders in [Canada](#)



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Client Based...

Programs

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

Services

- Career Planning
- Continuing Education Assistance
- Cover Letter & Resumes
- Driver's License Assistance
- Employment Advising
- Job Search Strategies
- Leadership Training
- Resource Centre Access
- Training Initiatives
- Workshops



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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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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/job-postings>

- 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>



Partnership Highlights

- Partnerships with...
 - Businesses
 - Trade Unions
 - Non-profit Organizations
 - other Local Delivery Mechanism's (LDM's)/ISET Agreement Holders
 - Municipal Governments
 - Educational Institutions

- Collaborations with...
 - Provincial
 - Territorial Governments
 - Federal Departments



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Partnership Example: Service Delivery Enhancement Partnership with the Thunder Bay Public Library (TBPL)



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Service Delivery Enhancement Partnership...AETS in the TBPL Waverley Community Hub



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Service Delivery Enhancement Partnership...AETS in the TBPL Waverley Community Hub



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Service Delivery Enhancement Partnership...AETS in the TBPL Waverley Community Hub

- Transformational Activities:
 - Letter of Intent
 - MOU Lease
 - Commercial Lease
 - Collaboration Agreement
 - All resulting in mutual benefits and growth to AETS and the TBPL

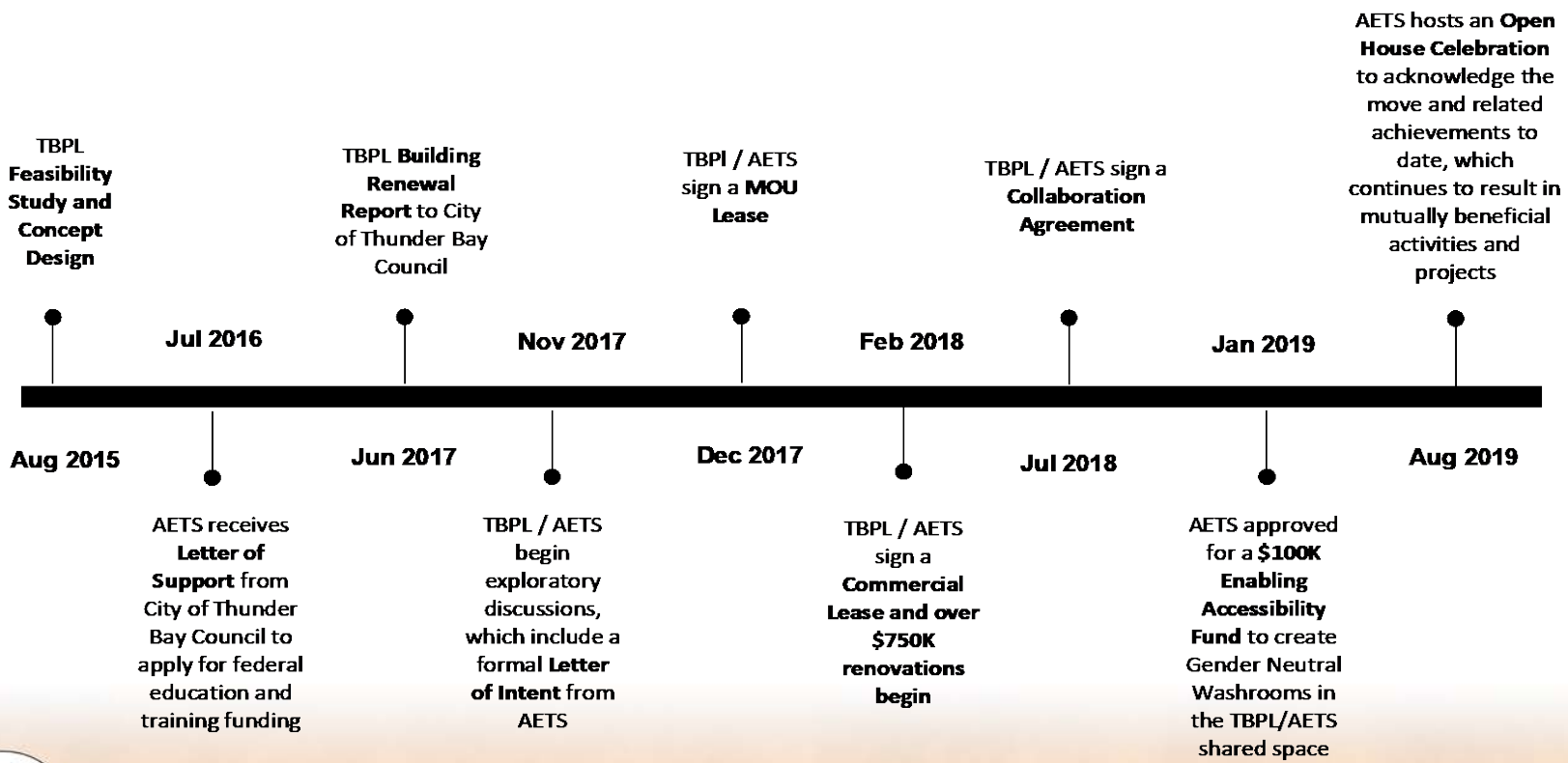


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Service Delivery Enhancement Partnership...TBPL Collaboration Timeline



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Service Delivery Enhancement Partnership...AETS in the TBPL

- Strategic benefits including decolonization to:
 - Foster a safe, clean and healthy community
 - Challenge institutional and systemic racism
 - Cultivate diversity and inclusion
 - Mitigate the impact of homelessness and poverty
 - Encouragement and support
- Investment benefits:
 - Repurposed Space
 - Shared costs for staff training
 - New branding and signage



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Service Delivery Enhancement Partnership...AETS in the TBPL

- Performance benefits:
 - AETS program participation increase in more space
 - TBPL reversing a 10 year downward trend with personal visits up from 130,874 to 136,537
 - Free WiFi and Internet usage
- Service delivery benefits:
 - Shared spaces, services, equipment and a service desk
 - Elders in Residence
 - Indigenous Knowledge Centre
- Position and profile benefits:
 - Decolonization
 - Anti Racism
 - Truth & Reconciliation



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AETS 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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AETS Elder in Residence Program



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Service Delivery Enhancement Partnership...AETS in the TBPL Waverley Community Hub

AETS - Door Entrance

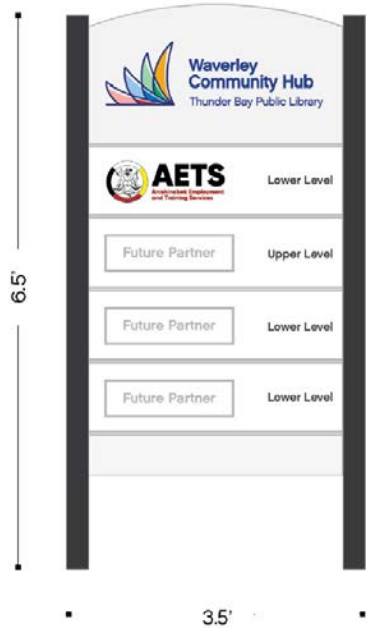


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Service Delivery Enhancement Partnership...AETS in the TBPL Waverley Community Hub

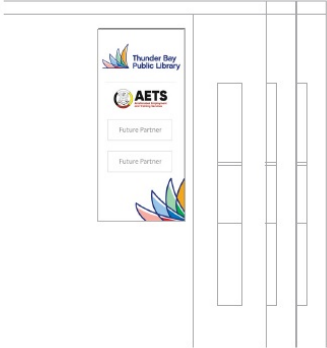


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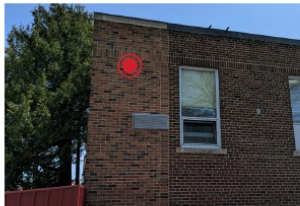
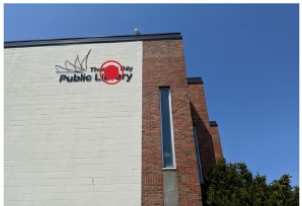
Service Delivery Enhancement Partnership...AETS in the TBPL Waverley Community Hub



Left Side



Right Side



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Service Delivery Enhancement Partnership...AETS in the TBPL Waverley Community Hub



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Sector Based Training Initiatives - Past

- [First Nations Pre-Employment and Education Pilot Project \(FN-PREP\)](#)
- [Food Service Worker Training Program \(FSW\)](#)
- [PATP - Construction Craft Worker Training Program \(CCW\)](#) - 2018, 2017, 2016, 2015
- [PATP - Carpentry](#) - 2019, 2018
- [Summer Aboriginal Youth Business \(SAYbiz\) Program](#)
- [Natural Resources Training to Employment \(NRTE\) Program](#)
- [Mining Essentials Training](#)
- [Personal Support Worker \(PSW\) 2016](#)
- [Project ENABLE](#)
- [Aboriginal Apprenticeship Board of Ontario \(AABO\) - North West Link Committee](#)



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Sector Based Training Initiatives - Present

- [MINO BIMAADIZIWIN - Building Innovative Pathways to Indigenous Employment](#)
 - [Education \(i.e.: TOWES, PLAR, OSSD, etc...\)](#)
 - [Life Skills, Job Development Services, Elders In Residence Support](#)
 - [Dinowigehmin Aboriginal Leadership Program \(ALP\)](#)
 - [Indigenous Workplace Inclusion: Strategies Moving Forward](#)
 - Training to Employment Programs (Health, Construction, Energy, Forestry and Aviation Sector):
 - Recent: Aviation Technician, Driver's License, Industrial Millwrights, [Supercom Services Delivery Partnership](#), Forest & Mechanized Harvesting, Sawmill Workers
 - Ongoing: Driver's License, Employment Advisor Certification, Line Crew Ground Support, Line Cutting
- Upcoming...
 - [Personal Support Workers Training](#)
 - [Indigenous Entrepreneurship Program](#)
 - [PATP - Carpentry 2020 & Drywall/Acoustics/Lathing Applicator 2020](#)
 - **Indigenous Workplace Inclusion – Part 2, Date TBD**



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Collaboration - Supercom Service Delivery Partnership

SUPERCOM TRAINING STRATEGY

East West Transmission Line ~ Northwestern Ontario



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Collaboration - Supercom...cont'd

- East-West Tie Transmission Project identified in 2010 Long Term Energy Plan - one of top 5 priority transmission projects
- Project needed by Ontario Power Authority to supply NW Ontario
- 230 kilovolt transmission line Wawa to Thunder Bay
- Construction involves over 1000 person years of employment
- Six Indigenous communities within project area, opportunities for training and mobilization of local Indigenous skilled workforce
- 'SuperCom' manages interests of the six communities
- Collaborative strategy Confederation College, Anishinabek Employment and Training Services (AETS) and SuperCom

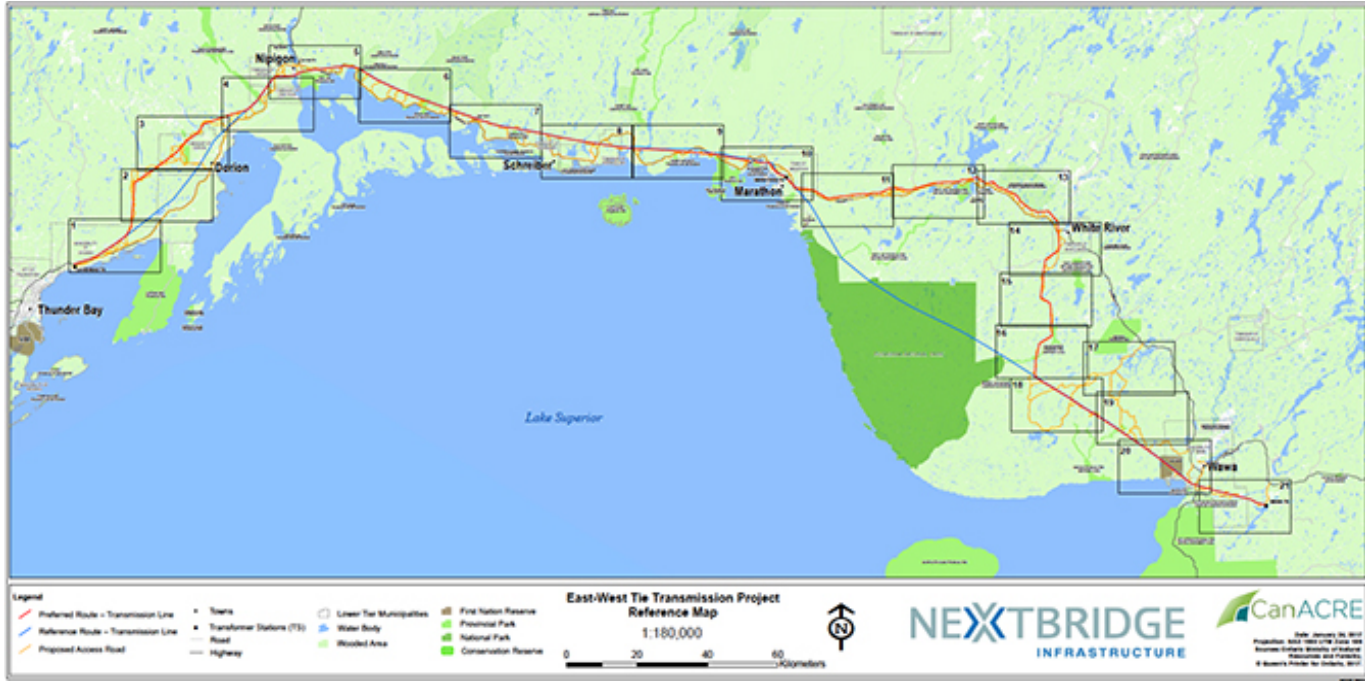


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Collaboration - Supercom East West Transmission Line



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Collaboration - Continuing Education



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TAKE YOUR LIFE TO THE NEXT LEVEL

**NOW IS THE RIGHT
TIME TO GET YOUR
GRADE 12**

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ENDZHI-GKINOOHMAADING
PRIVATE HIGH SCHOOL**

**OPEN TO ALL AETS
COMMUNITIES & PARTNERS**



REGISTER TODAY! WWW.AETS.ORG/EDUCATION



**Connecting Ancestral Knowledge
and Traditions with Modern Skills**



**Anishinabek Employment
and Training Services**

Achieve your Ontario Secondary School Diploma.

Together with *Anishinabek Employment and Training Services (AETS)* we are offering a flexible and Indigenous approach to continuing education.

Learn through independent courses at your own pace or through scheduled courses with others. Web-based courses also available.

UPCOMING COURSES:

Prior Learning Assessment and Recognition (PLAR) is available as a formal evaluation and credit-granting process, whereby mature students may obtain credits for prior learning.

English: Grade 11 & 12

Math: Grade 11

Land-Based Spring Course -Senior Level

Independent courses of study Grade 9 -12, are also available from September to June annually in either Thunder Bay – South or North

CONTACT RHONDA LECLAIR:


In Person: 285 Red River Road

Email: teacher@aets.org

Tel: (807) 346-0307 ext. 212

Toll Free: (866) 870-2387

Collaboration – Aboriginal Leadership Program




ᑃᑦᑎᑦᑎᑦᑎᑦ
DI-NO WI-GEHMIN
 Aboriginal Leadership Program

Awaken Your Leadership Spirit

Join a community focused leadership program and awaken your cultural, spiritual, mental, physical and emotional wellbeing

7 Grandfather Teachings
 Medicine Wheel
 Board of Directors Training

Participate and enjoy a retreat, cultural activities, learning days and other outdoor experiential learning opportunities.



Apply Today

Program Starts Fall 2019



Email: alp@aets.org for more information or to register



IMPACT THE FUTURE!

For Ages 19-29

Sign up for fast-track Board Governance training this November 2018.

Do you want to change Northern Ontario by sitting on a board for a community organization?

Anishinabek Employment and Training Services (AETS), onBoard Canada and Ryerson University are offering Board Governance Fundamentals training to increase Indigenous capacity and visibility. Gain the knowledge and confidence you need to get involved in your community.

In this 15 hour fast-track program you will learn:

- Board Essentials
- Legal Roles & Responsibilities
- Finance Fundamentals
- Commitment to Diversity
- Risk Management
- Strategic Planning
- Resource Development
- Embedding Diversity & Inclusion into an Organization

Indigenous voices need to be heard in Northern Ontario.

Make your voice heard by joining a board.

GET TRAINED

JOIN A BOARD



To reserve your seat contact: michael.hull@aets.org or call 346-0307 ext. 209



Collaboration - Labour Market Information Pilot Project – On Reserve (1 of 11 ISET's in Canada)

SURVEYING THE NATION



WHAT WE ARE SURVEYING

- Community members' recent employment and education activities
- Community's economic needs and strengths



WHO IS INVOLVED IN THE SURVEY

- Local surveyors and Employment & Training counsellors
- Anishinabek Nation Labour Market Development Department
- Sponsored by: Aboriginal Employment Services (AES) Inc. and Employment & Skills Development Canada (ESDC)

WHY YOU ARE ENCOURAGED TO PARTICIPATE

- The information collected can help your local Employment & Training Office to match community members like yourself with meaningful jobs as well as match employers with skilled individuals

HOW WE WILL USE THE INFORMATION

- Information will be grouped together to find out employment levels and trends in the community
- Your identity will remain confidential and only the grouped data will be provided to ESDC

HOW YOU CAN PARTICIPATE

- Our community-based surveyors will be going door to door between now and March 31, 2019 and you will have a chance to sit down and answer some questions
- If you would like to set up an appointment with a surveyor, you can contact us at the information below!





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Anishinabek Employment and Training Services

285 Red River Road
Thunder Bay, Ontario P7B 1A9
(807) 346-0307 or (866) 870-2387

For more information:
aets.org/fmi






We value your help in this project and your continued devotion to your First Nation.



LABOUR MARKET INFORMATION AND SKILLS INVENTORY SURVEY



ANISHINABEK NATION
LABOUR MARKET DEPARTMENT

PROVIDING
ESSENTIAL
SKILLS


LINKING YOU WITH
EXCITING CAREERS

CREATING
REAL
CHANGE

INVESTING
IN OUR
YOUTH

DISCOVERING
OUR STRENGTHS






EDUCATING
OUR
COMMUNITIES



ANISHINABEK NATION

LABOUR MARKET DEVELOPMENT

P.O. Box 711, 1 Migizii Miiikan, North Bay, ON P1B 8J8 Ph: (705) 497-9127 Email: info@anishinabek.ca

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 www.anishinabek.ca
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Collaboration - 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



Collaboration - AETS's Workplace Inclusion Event Follow Up

- Northwestern Ontario Workplace Inclusion Event Part 1 Video, in cooperation with the North Superior Workforce Planning Board:
 - [Part 1 Summary Link](#)
 - [Part 2 Testimonials Link](#)
- Northwestern Ontario Workplace Inclusion Event Part 2:
 - Date TBD.....before March 2021



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