



GDI Training & Employment Inc. OPERATIONS REPORT

2012-2013

Pride. Perseverance. Possibilities.

Table of Contents

Message from the Director 2

Overview of Training & Employment 3

Program Descriptions 4

Selection Committees..... 7

Aboriginal Apprenticeship Initiative..... 8

Partnerships 9

ASETS Client Results..... 10

Success Story – Joselyn Britton 13

Success Story – Amy Dugan 14

Service Delivery Locations 15

Message from the Director

This past year has been one of continued growth and success for Gabriel Dumont Institute Training and Employment Inc. (GDIT&E). GDIT&E has had another successful year for the Aboriginal Skills & Employment Training Strategy (ASETS) agreement, and even more success in our Skills & Partnership Fund – Aboriginal Apprenticeship Initiative. Our commitment to demand driven skills development, partnership development, and support to clients is resulting in Métis people's successful transition into Saskatchewan's labour market. Skilled labour shortages are again being identified as a major challenge in both the Canadian and Saskatchewan labour markets. The programs and partnerships that GDIT&E provides are producing high employment results for our clients and providing the Saskatchewan labour market with skilled workers that are needed most.

The Trades sector has experienced ongoing shortages of skilled labour, and employment needs in all trades have continued to increase in Saskatchewan. GDIT&E focuses on the Trades sector through many partnerships, including a partnership with DTI and the Saskatchewan Ministry of Highways to provide Heavy Equipment Truck & Transport Mechanic pre-apprenticeship training in Prince Albert. GDIT&E's Skills & Partnership Fund project is targeting trades, and has increased capacity within the organization to provide support to clients pursuing apprenticeship and journeyman status. The Aboriginal Apprenticeship Initiative will provide the province of Saskatchewan with 120 new aboriginal apprentices by January 31, 2014.

In 2012-2013, ASETS funded 558 clients, and experienced very high rates of client success with almost 93% of clients successfully completing their interventions, and nearly 92% of those clients either finding employment or moving to further education. The focus on skilled trades has increased and can be seen in the increase of trades to almost 24% of all interventions during 2012-2013 compared to the 18% seen in 2011-2012.

The Health sector has been identified as one area where these skilled labour shortages are prevalent. GDIT&E focuses on Health careers, and through partnership with Dumont Technical Institute (DTI) has expanded capacity for Practical Nurse training in Prince Albert, Saskatoon and Regina. Client participation in the Health sector has remained stable, providing numerous successful results for clients across the province.

GDIT&E looks forward to advancing Métis clients under the 5-year ASETS agreement, as well as through the Aboriginal Apprenticeship Initiative, while continuing to focus on demand driven skill development, partnerships, and accountability. We are excited as we move into the ASETS renewal period, and anticipate even more success for our clients in the future.

Brett Vandale, Director
GDI Training & Employment

Overview of Training & Employment

Gabriel Dumont Institute Training & Employment Inc. (GDIT&E) was established in 2006 to assist Saskatchewan's Métis looking to improve their educational and employment outcomes. A strong link between the training and sustained employment of Métis clients is a key element of services offered, and program allocations are based on labour market needs and trends.

GDIT&E is part of the Gabriel Dumont Institute and has established service delivery sites in 11 communities across the province. Each service delivery site is staffed by Employment Counsellors who provide services to Métis clients in their home communities. GDIT&E also travels to outlying area communities to ensure that the entire Saskatchewan Métis population has reasonable access.

Funding for GDIT&E programs is provided through the Aboriginal Skills & Employment Training Strategy (ASETS). In 2010, the Institute signed the new ASETS agreement for a 5-year term that runs until March 31, 2015, and continues to empower the Métis people of Saskatchewan by improving their educational and employment futures. ASETS focuses on three main priorities:

- ∞ Support for demand-driven skills development;
- ∞ Fostering partnerships with the private sector and the provinces and territories; and
- ∞ Placing emphasis on accountability and results.

Under this strategy, Aboriginal agreement holders design and deliver employment-based programs and services best suited to the unique needs of their clients. Under the ASETS agreement, GDIT&E offers different training and employment programs:

- ∞ Individual Sponsorship Program;
- ∞ Employment-Based Programs (Wage Subsidy Program, Student Subsidy Program, Apprenticeship Subsidy Program);
- ∞ Immediate Employment Assistance Program; and
- ∞ Partnership Program.

Aboriginal Apprenticeship Initiative

Complementary to ASETS, GDIT&E also administers an Aboriginal Skills and Partnership Fund (SPF), in the form of our Aboriginal Apprenticeship Initiative. SPF is a demand-driven, partnership-based program that funds projects contributing to skills development and training for Aboriginal workers leading to long-term, meaningful employment. The Apprenticeship Initiative will run until January 2014, and will produce 120 new Aboriginal apprentices who are expected to secure long term employment in their trades.

Program Descriptions

Individual Sponsorship Program (ISP)

The Individual Sponsorship Program aims to assist Métis clients to prepare for the workforce by attending recognized provincially or federally accredited institutes that will help them obtain and maintain long-term, quality employment. GDIT&E directly sponsors individuals to attend training programs through the ISP to enhance their employability skills. Programs must be student loan eligible or industry recognized. Costs eligible for support may include: Income Support, Client Travel, Living Away From Home Allowance, Day Care Reimbursement, Special Needs, Tuition, Books, Supplies, and Employment Transition.

Eligibility

To receive GDIT&E support under ISP, client eligibility is based upon the following:

- ∞ Be a Métis person;
- ∞ Be a minimum of 18 years of age or meet minimum requirements of chosen training program (clients 15-17 years of age may be considered for youth programming);
- ∞ Have barriers to employment that prevent you from securing long-term employment; and
- ∞ Be unemployed or underemployed and actively seeking employment.

Application Process

To apply for the ISP, Métis individuals must complete the client application form and develop a Career Action Plan. Métis individuals interested in participating in this program should contact GDIT&E to set up an appointment with an Employment Counsellor at the location nearest them. Employment Counsellors are responsible to put together application packages for each client going forward to Selection Committee meetings. Métis individuals interested in applying for the ISP are required to sign and abide by the ethical guidelines and attendance policy outlined in GDI's Student Contract. GDIT&E requires 60 days to review and approve support requests.

Selection Process

The ISP selection process aims to provide prioritized, open and transparent client selection for GDI related to labour market need that will result in measurable outcomes. Clients can be approved two ways for ISP support:

- ∞ Selection Committee – Independent community- based selection committees have been established to assess the applicants according to the established selection criteria and determine allocations of programming and training.
- ∞ Service Delivery Office – Applications for clients interested in short courses (5 days or less) with a total cost of less than \$1,000 can be approved without going to the selection committee. These clients must be approved by the appropriate Program Coordinator.

Apprenticeship Subsidy Program (ASP)

This program is designed to assist Métis individuals to secure apprenticeship positions with employers to help them develop marketable skills and experience with a plan leading to journeyperson status.

The ASP provides employers with a wage subsidy to hire Métis individuals for full time employment for a maximum of 52 weeks. The objective of this program is to give priority to Métis individuals who have not made the transition into the labour market, do not have any work experience or not enough career-related experience, or who have a barrier impeding them from moving into employment.

Eligibility

- ∞ Be a Métis person;
- ∞ Be a minimum of (18) years of age;
- ∞ Have barriers to employment that prevent you from securing long-term employment;
- ∞ Be unemployed or underemployed and actively seeking employment;
- ∞ Have a genuine interest in working in the trades; and
- ∞ Must meet the eligibility requirements for registering as an apprentice in the appropriate designation.

Wage Subsidy Program (WSP)

This program is designed to assist Métis individuals to enter or return to the workforce by participating in a practical work experience. The employer is considered to be mentoring and should be preparing the trainees for the labour market by utilizing and enhancing their skills, giving them much needed experience.

The WSP provides employers with a wage subsidy to hire Métis individuals for full time employment for a maximum of 26 weeks. WSP's objective is to assist Métis individuals to make the transition to career-related employment and provide them with marketable skills and experience that will likely lead to long-term employment.

Eligibility

- ∞ Be a Métis person;
- ∞ Be a minimum of (18) years of age;
- ∞ Have barriers to employment that prevent you from securing long-term employment; and
- ∞ Be unemployed or underemployed and actively seeking employment.

Student Subsidy Program (SSP)

The main principle behind the SSP is to encourage employers to hire Métis clients, thus providing them with valuable work experience. This is achieved by subsidizing positions that they would otherwise have difficulty obtaining due to employment barriers.

The SSP is designed to create employment opportunities for secondary and post-secondary clients by offering a wage subsidy for employers hiring clients during the year, usually over the summer months.

Eligibility

- ∞ Be a Métis person;
- ∞ Be legally entitled to work in Canada; and
- ∞ Be returning to full-time studies upon completion of the intervention.

Immediate Employment Assistance Program

The Immediate Employment Assistance program aims to assist Métis clients who have an offer of employment, but require monetary assistance to start their job. This program underwent a 6-month pilot in the Saskatoon and Île-à-la-Crosse service delivery offices, and is now available province-wide. Clients who received Employment Transition allowance are not eligible for the Immediate Employment Assistance program.

Eligibility

- ∞ Be a Métis person;
- ∞ Be a minimum of 18 years of age or meet minimum requirement of chosen training;
- ∞ Have barriers to employment that prevent you from securing long-term employment;
- ∞ Be unemployed or underemployed and actively seeking employment; and
- ∞ Have a letter of offer for guaranteed employment from an employer.

Partnership Program

GDI has the ability to participate in partnership programming with other organizations to improve training and employment services to Métis clients in Saskatchewan. Usually, partnership programming involves a memorandum of understanding or agreement. GDI may provide an in-kind and/or monetary contribution to the partnership agreement. All organizations, including non-profit organizations, for profit organizations and all levels of government are eligible for the partnership program.

Selection Committees

Three (3) GDIT&E Selection Committees – for Northern, Central, and Southern regions – were established in 2010 with the ASETS agreement to administer program and training allocations. The Northern Selection Committee is responsible for the La Ronge, La Loche, Île-à-la-Crosse, and Beauval delivery offices. The Central Selection Committee is responsible for the Meadow Lake, North Battleford, Prince Albert, Saskatoon, and Nipawin offices. The Southern Selection Committee is responsible for Regina and Yorkton. The Selection Committees' roles are as follows:

- ∞ Review program applications and score them according to criteria contained in an evaluation matrix. The highest-ranked applications are approved for resources based upon regional and labour market needs. All applications are reviewed without applicant names attached, to ensure program transparency.
- ∞ Ensure that all program expenditures fall within budget parameters.
- ∞ Review progress-to-date on all activities in order to assess project success; results are used to guide future activities.

Each committee is composed of six members who are selected by the GDI Board of Governors. This selection process is based on a call of résumés within the specific region. This process takes into account the applicants' skills and qualifications.

As a goal, the GDI Board of Governors attempts to ensure that there is adequate regional representation. The committees also include two non-voting GDI staff members as well as non-voting representatives from local Regional Colleges, and Service Canada and/or CanSask offices who provide voting members with regional labour market information and expertise.

The initial term of appointment to a Selection Committee is for the duration of the agreement. Code of conduct and conflict of interest policies apply and all members take an oath of confidentiality.

The following principles apply when composing the Selection Committees:

- ∞ Selection Committee members must be of Métis ancestry with a solid knowledge of Métis history and culture;
- ∞ Elected MN—S officials or their immediate family members, and GDI Board and staff members, are ineligible to serve on a Selection Committee;
- ∞ Committee members must possess knowledge, skills, and expertise in the area of training and employment;
- ∞ Committee members must have a solid knowledge of labour market and training trends within the impacted area; and
- ∞ Committee members must be reputable with a solid history of community service.

Aboriginal Apprenticeship Initiative

June 29, 2011 marked the official announcement of funding for Gabriel Dumont Institute Training & Employment's (GDIT&E) Aboriginal Apprenticeship Initiative. Through the federal Skills and Partnership Fund (SPF), the Initiative is a partnership with Dumont Technical Institute, the Saskatchewan Ministry of Highways and Infrastructure, the Saskatchewan Apprenticeship and Trades Certification Commission and Human Resources and Skills Development Canada to increase Aboriginal participation in apprenticeship and trades related employment in Saskatchewan.

Partnerships are the foundation of the Aboriginal Apprenticeship Initiative and GDIT&E participates in both employer and project partnerships. The Initiative creates partnerships with employers that facilitate Aboriginal people moving into and successfully through apprenticeship training. GDIT&E shares the costs of apprentices' wages, benefits, and incidentals, while providing counselling and support to both the client and the employer. Clients receive the benefit of working alongside skilled journeypersons, and the employer gains access to a skilled Aboriginal labour pool. As of March 2013, over 100 employer partnerships were developed, successfully indenturing 93 aboriginal apprentices in Saskatchewan.

"In a constantly evolving labour market, it's important that Canadians get the skills and training they need to succeed," said Kelly Block, MP for Saskatoon-Rosetown-Biggar, who represented Diane Finley, Minister of Human Resources and Skills Development Canada. "Through projects like this, our Government is bringing together Aboriginal organizations, various levels of government, businesses and community organizations to ensure Aboriginal people in Saskatchewan are able to take full advantage of economic opportunities and ultimately, get good jobs."

The Apprenticeship Office goals are:

- ∞ To increase Aboriginal peoples' participation in apprenticeship and trade-related employment;
- ∞ Initiate and develop partnerships within industry; and
- ∞ Support both the employer and apprentice through to journeyperson status.

We Offer:

- ∞ Apprenticeship Subsidy Program to help employers meet the cost of apprentice wages;
- ∞ Help for apprentices to find an employer willing to train and supervise them;
- ∞ Job coaching and follow up; and
- ∞ Access to an Aboriginal employment pool.

Expected Results:

- ∞ A minimum of 120 Aboriginal Apprentices to be registered in apprenticeship programs across Saskatchewan and are expected to secure long term employment;
- ∞ At least 60 clients will be registered at the second level or higher in apprenticeship programs;
- ∞ Develop 60 employer partnerships across 17 different trades; and
- ∞ 100% employment will be maintained throughout the apprenticeship process as required.

Partnerships

Partnerships have always been essential to our Métis labour market programs, and are increasingly important under the guidelines of the ASETS agreement. Partnering with employers, post-secondary institutions, and other service providers is vital to the success GDIT&E's employment-based and partnership programs. ASETS has identified partnerships as a way to align training and employment initiatives with industry needs to improve employment outcomes for Métis clients.

It can be a long process to develop long-term, meaningful, partnerships with public and private sector employers, but the success for clients is seen early in the process.

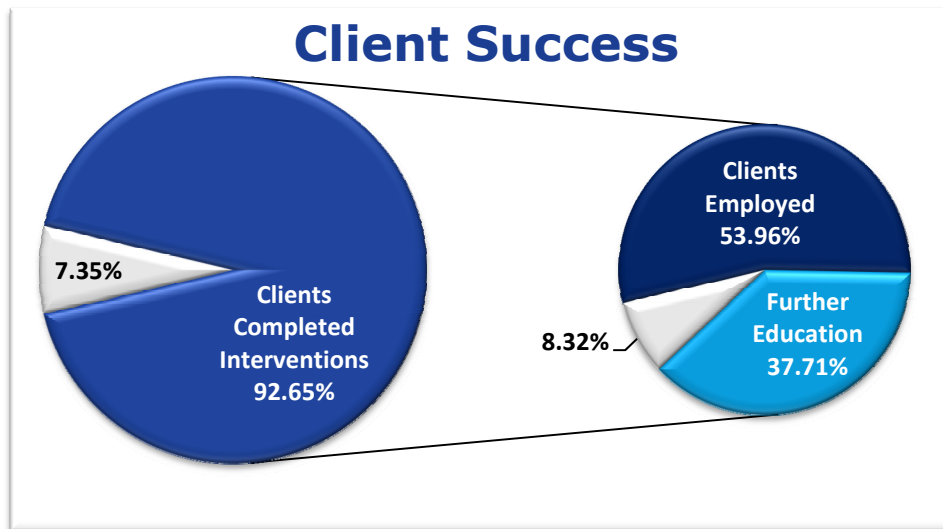
Though the Aboriginal Apprenticeship Initiative is a relatively new program to GDIT&E, the organization has a long history of partnerships with government and industry, as well as providing subsidies to employers. GDIT&E has been offering an Apprenticeship Subsidy Program for many years under ASETS. The program assists Métis individuals to secure apprenticeship positions with employers to help them develop marketable skills and experience with a plan leading to journey person status.

When GDIT&E applied for the SPF funding, the partnerships and practice were already in place to ensure the success of the Aboriginal Apprenticeship Initiative. The Gabriel Dumont Institute as a whole has benefited from a long-standing relationship with the Saskatchewan Ministry of Highways and Infrastructure (MHI). In 2008, Dumont Technical Institute (DTI) and MHI partnered together to deliver an on-site Heavy Equipment Truck and Transport Mechanic program. The partnership started with DTI renting shop space for the training program from MHI in Prince Albert, giving students access to a unique training environment. Students had the advantage of learning at an on-site location, where they were exposed first hand to the realities of real shop work.

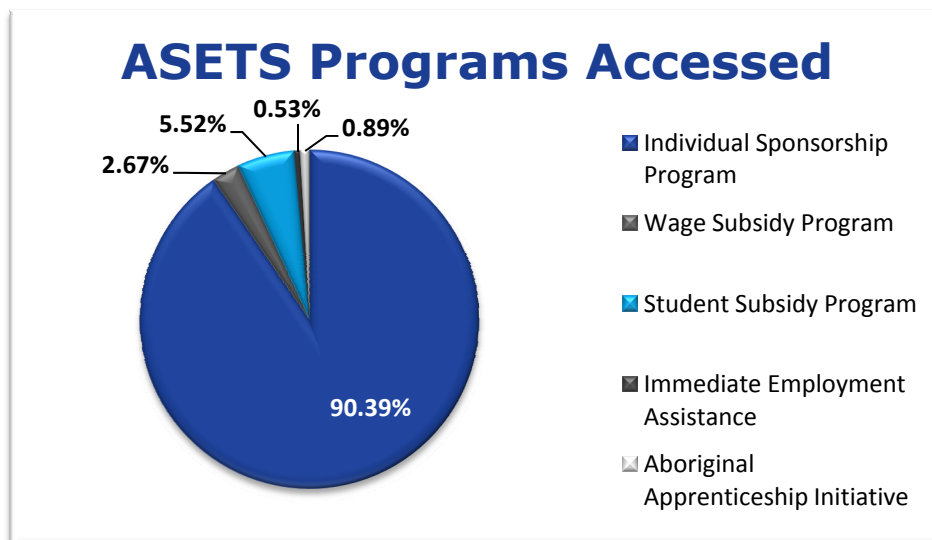
Building awareness of the mutual benefits that partnership agreements have to offer has been a focus for GDIT&E. Employers benefit from growing a diverse workforce with the drive to succeed professionally and personally. Apprentices benefit from the mentorship and hands-on training they receive from qualified journeypersons, while receiving wages for their work. Valued employees are retained and employers benefit from access to a well trained talent pool. Through the Aboriginal Apprenticeship Initiative, GDIT&E offers wage subsidies, job coaching and follow up, and access to the growing Aboriginal labour market. Many employer partners have expressed interest in increasing the number of apprentices they employ through the program, and the demand for Aboriginal apprentices from employers is constantly growing.

ASETS Client Results

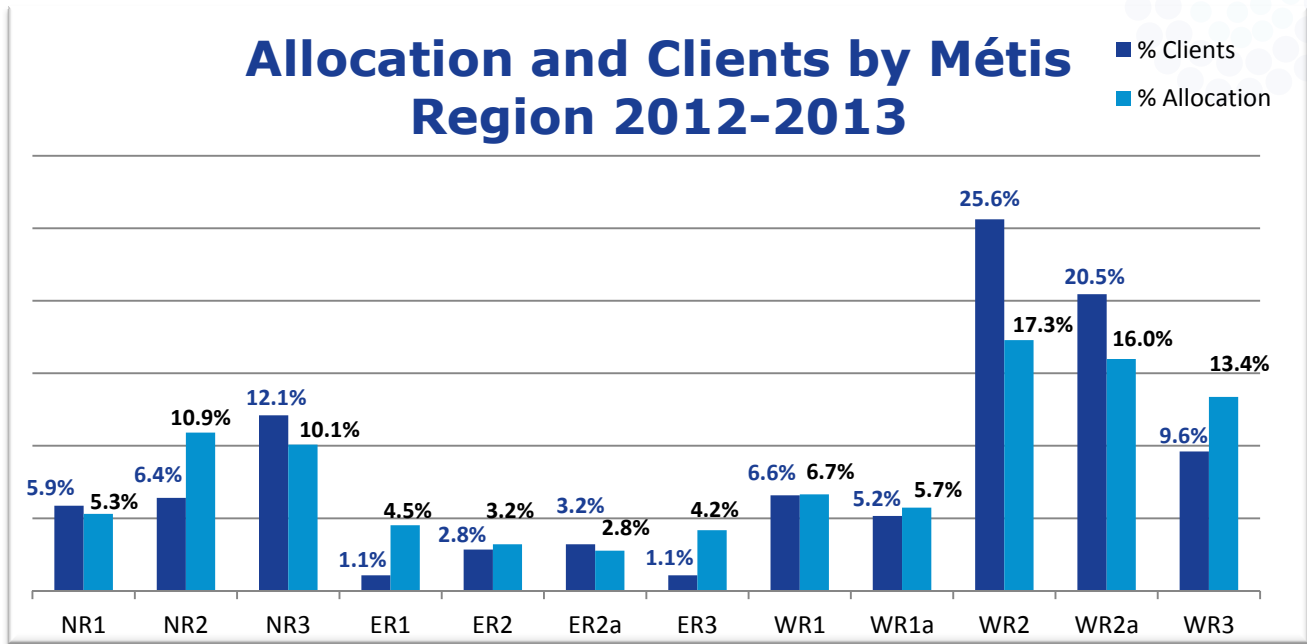
The quality of client success has significantly increased over the years, due to GDIT&E's focuses on clients' needs, through counseling and follow-up. Through the counseling process, GDIT&E assists clients in choosing a field that is best suited to them and that will lead to long-term meaningful employment, which is evident in the very high success rate for clients either being referred to further education (for multi-year programs) or finding employment in their field. In the 2012-2013 ASETS fiscal year, over 92% of clients were successful in completing their interventions, and of these clients around 92% either found employment within 24 weeks or are returning to further education.



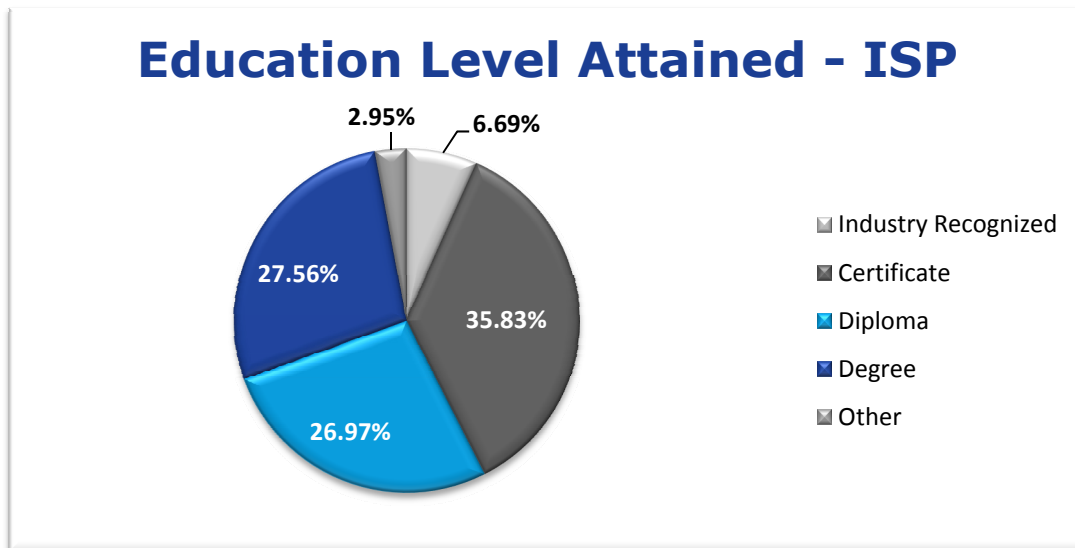
While the program most accessed by clients is the Individual Sponsorship Program, GDIT&E's employment based programs are still a valuable service offered to clients. Roughly 10% of ASETS funded clients participate in employment based programs. Many more clients participate through the SPF – Aboriginal Apprenticeship Initiative, which are not represented in the following chart.



GDIT&E has eleven service delivery offices across the province, and counsellors from these offices frequently travel to outlying communities to provide services to clients. There has been an increased demand for services out of the larger urban centres, as Métis clients tend to be mobile and are more likely to relocate to urban centres to attend training. However, increased representation at career fairs province-wide has led to improved client numbers in rural areas.



Due to current labour market demands, clients are increasingly interested in multi-year programs that will enable them to fill skilled labour gaps. The Health sector in particular is experiencing high rates of return to school due to the demand for multi-year programs. Over half of GDIT&E's clients are entering into longer programs, resulting in increased success.

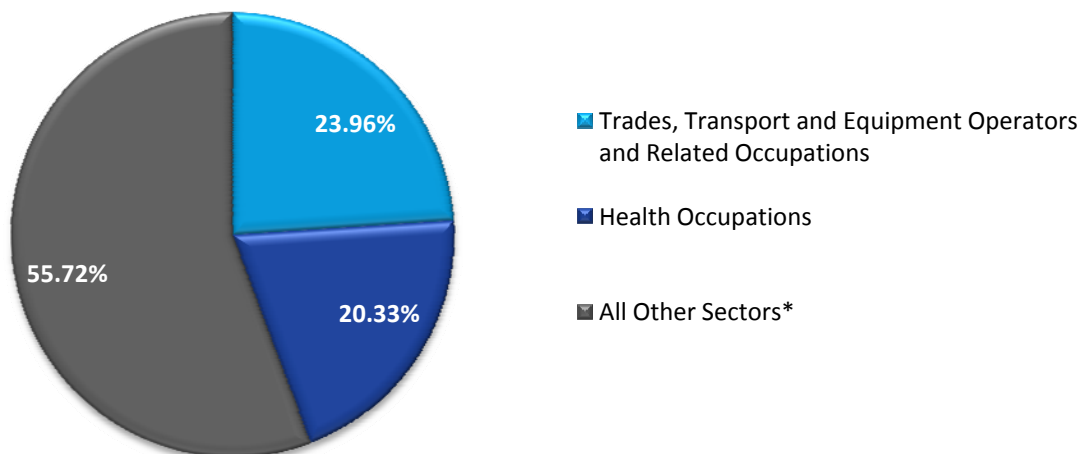


The Trades sector is one of the fastest growing, and skilled tradespersons are in high demand in Saskatchewan, resulting in high paying careers. GDIT&E has seen fast growth in client demand for Trades sector training, with trades related interventions up from 18% in 2011-2012 to almost 24%. The Health sector is still a target area for GDIT&E, and is still very strong with just over 20% of all interventions. Occupations in the Health sector are resulting in meaningful employment for clients.

The Heavy Equipment Truck & Transport Mechanic training course offered through partnership with Dumont Technical Institute had another successful year with 11 students completing their programs in June, 2012. Another class began in January 2013, and is expected to finish in June 2013. One student from the first program in 2008 has completed his apprenticeship with the Saskatchewan Ministry of Highways and Infrastructure and is now a Journeyman Heavy Duty Mechanic.

The Practical Nursing program is so successful that additional seats were added during the 2012-2013 year, and the program expanded to offer second year Practical Nursing in Regina. In Saskatoon and Prince Albert, 23 students are expected to complete their programs in April, 2013. The Regina class has 14 students that started in February 2013, and are expected to complete their program in November 2014.

ASETS Clients by Sector 2012-2013



*All Other Sectors include:

Management Occupations
Business, Finance and Administration Occupations
Natural and Applied Sciences and Related Occupations
Occupations in Education, Law and Social, Community and Government Services
Occupations in Art, Culture, Recreation and Sport
Sales and Service Occupations
Natural Resources, Agriculture and Related Production Occupations
Occupations in Manufacturing and Utilities

Success Story – Joselyn Britton



“An organization like GDI helps young Métis people realize there are opportunities out there for them.”

In her culinary arts studies, Joselyn Britton has learned practical applications like the basic properties of soups, stocks, and sauces, and how to produce well-balanced and flavorful dishes, but she's also learned a lesson about attitude: “To just have fun and enjoy what you are making for people every day.”

A Cheerful Outlook

Her good attitude is also her secret to success in all areas of her life.

“I enjoy my work, and have fun with what I am doing, either at home, school, or at [my workplace],” she said.

She first heard about Gabriel Dumont Institute's Training and Employment opportunities from her father Harvey Britton, who is the current president of the Métis local of Batoche.

She had already finished her first year as a professional cooking student at SIAST before looking into GDI for training opportunities.

In her work as a chef de partie at Tusq, Joselyn sets up the line for lunch service, preps for the evening service, and helps the chef and pastry chef with their duties in the kitchen. But her favourite part is the customers who come through the door.

“It is such a good feeling when people leave the restaurant happy after having something that we made.”

Her goal is to become a Red Seal journeyman, and someday open her own restaurant.

Success Story – Amy Dugan



“GDI is an integral part of educating Métis people and helping to create role models for education in the community.”

Advice from the counselors through Gabriel Dumont Institute's Training and Employment helped shed light on Amy Dugan's academic goals.

Finding guidance

Amy first heard about GDI Training and Employment through her grandfather, who has been involved with the organization for many years. She had already completed her first two years of study when she came to the employment counselors at GDI for guidance.

“The employment counselors were a great help in thinking about what I could do when I was done my studies, and therefore helped me to clarify my goals,” she said.

Amy graduated with a Bachelor of Commerce from Edwards School of Business in 2012. She currently works at International Minerals Innovation Institute in communications and marketing.

Working in communications and marketing gives Amy a chance to be creative. Every day is completely different and filled with new challenges. Someday she'd like to work in government relations with a major mining company.

She says the secret to her success is taking every opportunity that was available to her.

“Realizing that experience is just as important as formal education. Get summer jobs, volunteer, get involved, and work through school if you can. This amount of experience teaches you time management, hard work, and responsibility. These skills transfer into any career, and will propel you forward.”

Service Delivery Locations

La Loche

D-5 La Loche Avenue
Box 910
La Loche, SK S0M 1G0
Phone: (306) 822-2812
Fax: (306) 822-2815

Île-à-la-Crosse

Provincial Building
Box 510
Île-à-la-Crosse, SK S0M 1C0
Phone: (306) 833-2760
Fax: (306) 833-2763

Beauval

Sister Simard Centre
Box 158
Beauval, SK S0M 0G0
Phone: (306) 288-2304
Fax: (306) 288-2309

La Ronge

207 La Ronge Avenue
Box 1410
La Ronge, SK S0J 1L0
Phone: (306) 425-5283
Fax: (306) 425-5286

Meadow Lake

220B-2nd Street East
Box 656
Meadow Lake, SK S9X 1Y5
Phone: (306) 234-2370
Fax: (306) 234-2373

North Battleford

Northlands Regional College
10702 Diefenbaker Drive
North Battleford, SK S9A 4A8
Phone: (306) 445-5081
Fax: (306) 445-5084

Prince Albert

1308B-1st Avenue East
Prince Albert, SK S6V 2B1
Phone: (306) 763-8013
Fax: (306) 763-8016

Nipawin

210-1st St. W
Box 2513
Nipawin, SK S0E 1E0
Phone: (306) 862-5045
Fax: (306) 862-5048

Saskatoon

1001-22nd Street West
Saskatoon, SK S7M 0S2
Phone: (306) 683-3634
Fax: (306) 683-5208

Regina

1235-2nd Avenue North
Regina, SK
S4R 0X5
Phone: (306) 352-5620
Fax: (306) 352-5623

Yorkton

220 Smith Street East
Yorkton, SK
S3N 3S6
Phone: (306) 782-5266
Fax: (306) 782-5269

Saskatoon Head Office

917-22nd Street West
Saskatoon, SK
S7M 0R9
Phone: (306) 242-6070
Fax: (306) 683-3508

Toll Free

1-877-488-6888