

GDI Training & Employment Inc. Operations Report 2009-2010

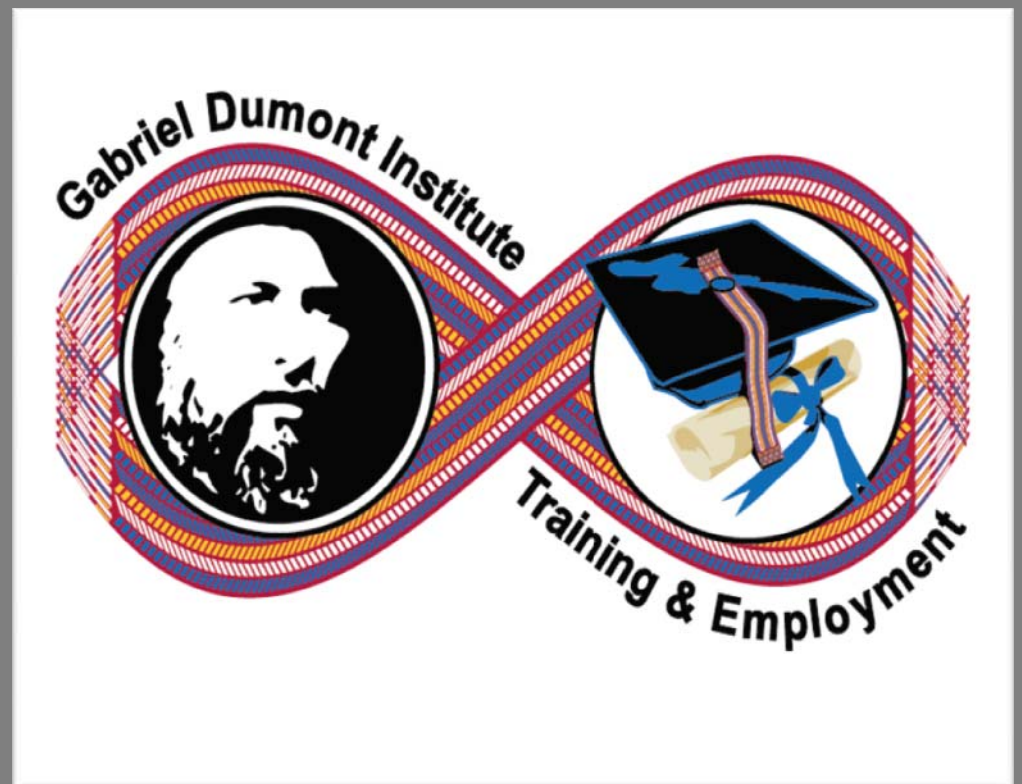


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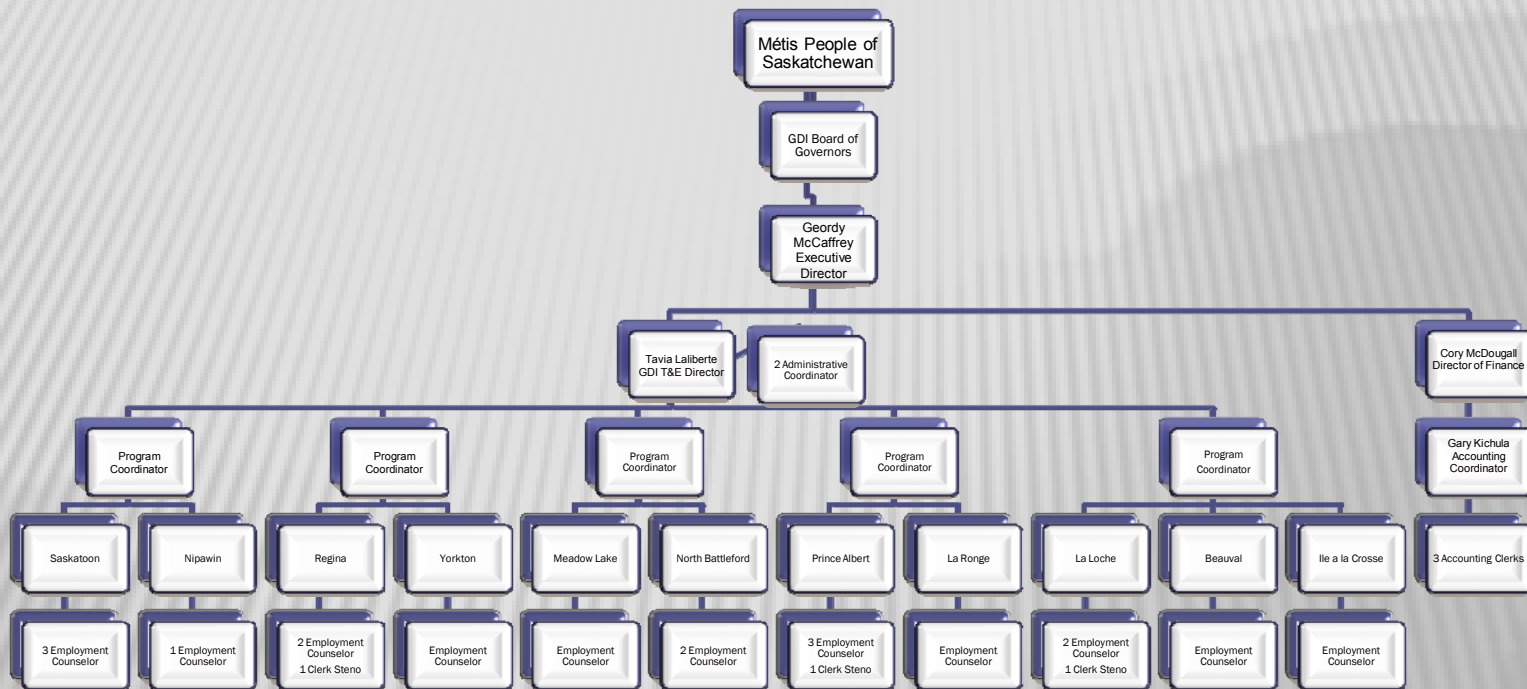
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GDIT&E ORGANIZATIONAL CHART

GABRIEL DUMONT INSTITUTE TRAINING & EMPLOYMENT



Message from the Director



2009-2010 will be the last year of operations under the Aboriginal Human Resources Development Strategy (AHRDS) set forth by the federal government in 1999. This decade-long strategy had a clear aim to assist Métis people in finding, gaining and keeping employment. This strategy saw Saskatchewan's Métis people find opportunities in all sectors of the economy.

The success of this strategy was accomplished with partnering Métis affiliate agencies, including those that are a part of the GDI family. Some of the highlights of the strategy include the establishment of one of the strongest Practical Nursing trainers in Saskatchewan with the Dumont Technical Institute. The Institute has become the second largest trainer of Practical Nurses in Saskatchewan with over 174 graduates, a 90% success rate, and over 90% employment rates.

This strategy has also made significant gains in Apprenticeship training. The innovative partnership with Saskatchewan Highways and Dumont Technical Institute trains Heavy Equipment Truck and Transport Mechanics from unskilled and inexperienced labourers to journeyman and even Red Seal accreditation.

With the sun-setting of the AHRDS GDI Training & Employment will be engaged in the new Aboriginal Skills Employment and Training Strategy (ASETS). This new strategy and accompanying agreement is five years. It will provide increased opportunities for partnerships and focus on demand driven skills development. GDI Training & Employment looks forward to supporting Métis clients under ASETS and developing and fostering new partnerships under this mandate.

Sincerely,

Tavia Laliberte
Director – Training & Employment
Gabriel Dumont Institute



ORGANIZATIONAL OVERVIEW

Gabriel Dumont Institute of Native Studies and Applied Research, Inc (GDI) was formally incorporated in 1980. Since its inception, the Institute has developed a wide array of programs and services to meet its mandate. GDI oversees a number of subsidiary incorporations and programs including GDI Training & Employment (GDIT&E) which provides programs and services to help Métis people prepare to be fully competitive in the labour market; Dumont Technical Institute (DTI) which provides Adult Basic Education (ABE) and Skills Training to around 700 students each year in communities across the province; Saskatchewan Urban Native Teacher Education Program (SUNTEP), a four-year Bachelor of Education degree program located in Saskatoon, Regina, and Prince Albert; Gabriel Dumont College (GDC), which offers Arts and Sciences programming to Métis students; a Graduate Studies program for Métis graduate students; Gabriel Dumont Scholarship Foundation which administers GDI's scholarships; and a publishing department, which creates Métis-specific historical and learning materials (see organizational chart on page 5).

GDI is owned and controlled by the Métis people of the province of Saskatchewan and has an arms-length relationship with its political body, the Métis Nation—Saskatchewan (MN—S). Recognized as a leader in Métis education in Saskatchewan and in Canada, GDI delivers training, education, and employment programming and services to the Saskatchewan Métis population across the province under a community-based philosophy and approach. GDI is the only Métis institution that offers university, skills, basic education, career, employment, publishing, and social justice programming. The services offered to the Saskatchewan Métis community are not replicated anywhere else.

GDI operates with a twelve-member Board of Governors plus a Chairperson who is the MN-S Minister of Education. The GDI Governors are appointed from each of the twelve MN-S Regions. However these are not political appointments. All Board members go through a three step process for appointment: Regional Council nomination, Provincial Métis Council ratification, and approval by the Province of Saskatchewan Minister of Advanced Education, Employment and Immigration (AEEI). All GDI Governors are Métis people who possess knowledge of the cultural, historical and social circumstances of Saskatchewan's Métis. The GDI Board operates collectively in the best interests of the Institute and is a non-political board. The GDI Board of Governors has devoted a significant effort to ensuring good governance for the Institute. In 2005 the Institute's bylaws were changed at an Annual General Meeting of the members to shift the Board from a management structure to a policy making board. A governance model was developed and has been implemented to ensure good governance. All new Board members



participate in professionally-facilitated orientation sessions and the Board has participated for the past two years in the Governance Leadership Series with the provincial Department of Advanced Education, Employment and Immigration. The current governance consultant the Institute uses for its governance sessions is recognized as a provincial expert in governance leadership.

The collective skills of the Board of Directors represent a number of different disciplines and perspectives. Some of the skill set and training areas include education, finance and administration, business, human resources, law, and communications, which taken together ensure a wide range of skills and perspectives.

The Board of Governors oversees the Institute's direction and is responsible for its operation and governance, including:

- adopting policies for GDI's effective operation;
- formulating a strategic plan and overseeing its implementation;
- approving annual budgets, audits, and programs;
- functioning as GDI ambassadors, and encouraging students, and potential students in their study and career plans;
- representing GDI to all levels of government, persons of Métis ancestry, and to the public generally; and
- appointing a Chief Executive Officer to be directly responsible for the implementation of policy and GDI's day-to-day management and operations.

The GDI Board oversees GDI and all of its incorporated entities, including GDIT&E. The GDI Board governs GDIT&E in the same way as its other incorporated entities, following its current practice of policy development and approval. In 2005, GDI developed a governance model as part of its ongoing commitment to governance reform. Over the past several years, the Institute has implemented a number of changes to its governance including staggered board terms, conflict of interest guidelines, oath of confidentiality requirements, and mandatory governance training. This proactive approach to governance builds public trust, strengthens governance, and sets a strong example of community responsibility.



INTERGRATED MODEL

GDI is the only institution in Canada which fuses university, technical, skills, basic education, employment, publishing, and social justice programming into one coherent whole. GDI is also in an advantageous position to be able to provide a full range of services to Métis people, including literacy and upgrading programs, academic and career counselling, post-secondary skills training, university accredited programming, and employment and training services such as targeted wage subsidies, student work experience, and individual training sponsorships.

GDIT&E currently operates in a similar way to the three pillars of ASETS – Demand Driven Skills Development, Partnership Creation, and Accountability. As such, GDIT&E is well-positioned to make the transition from AHRDS to ASETS. GDIT&E strengthens Métis people's attachment to the labour market with meaningful, quality training and employment programs using labour market information and partnerships in order to establish priorities. GDIT&E designs, manages, and delivers human resources development programs and services tailored to the needs and circumstances of Métis people and employers in Saskatchewan. GDIT&E offers employment, placement, and training programs to Métis people throughout the Province of Saskatchewan, namely labour market development programs, including multi-barriered clients. GDI works with employers to ensure ready workplaces conducive to diversity, specifically Métis people, and ensure programming meets the needs of the labour market.



Individual Sponsorship Program

The Individual Sponsorship Program is designed to assist clients to obtain the skills required to advance their present position or obtain quality employment in their chosen field. GDI directly sponsor individuals to attend training programs through Individual Sponsorship Funding to enhance their employability skills. All Individual Sponsorships have a basis in developing skills through further education. Individual Sponsorship Initiatives always include a recognized and accredited education or training component.

The guiding principles behind the Individual Sponsorship Program are to provide clients with support to attend recognized provincially or federally accredited Institutes and to fund clients to attend courses that will help them achieve long-term quality employment.

Wage Subsidy Program

This program is designed to assist Métis individuals to enter or return to the workforce by participating in a practical work experience. It is generally considered that the employer is preparing the trainees for the labour market by utilizing and enhancing their skills.

The Wage Subsidy Program provides employers with a wage subsidy to hire Métis individuals for full time employment for a maximum of 52 weeks. The objective of the Wage Subsidy Program is to assist Metis individuals to make the transition to career-related employment and provide him or her with marketable skills and experience that will likely lead to long-term employment. 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. This program encourages employers to hire Metis Individuals.

Student Work Experience Program

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

The Student Work Experience Program offers a wage subsidy for employers hiring clients during the year. The program is designed to create employment opportunities for secondary and post-secondary clients.



PARTNERSHIPS

Under the new ASETS, GDIT&E will retain the successful approaches, programs, and practices established under the AHRDS. The Institute foresaw the ASETS direction and took a proactive approach in order to build our organizational capacity to support the demand driven skills development and partnership aspects of the ASETS. For instance, the Institute structured one of its ASTSIF projects to facilitate broad strategic partnership development with the employer community linked to labour market demand. Furthermore, the importance and necessity of participating in demand driven processes such as the Aboriginal Skills and Employment Partnership (ASEP) program and the Aboriginal Service Delivery Partners forum in Saskatchewan cannot be understated.

The Aboriginal Service Delivery Partners forum is a provincial Working Group – Service Canada, comprised of senior officials from INAC, Service Canada, SITAG (First Nations AHRDA), CanSask, and the Provincial Ministry of Advanced Education, Employment and Labour. ASEP is a nationally managed, opportunity-driven, and project-based program that promotes increased participation of Aboriginal people in major economic developments. It achieves this through a collaborative approach of Aboriginal, private-sector, and provincial/territorial partnerships. The ASEP project in Saskatchewan is Northern Career Quest, in Northern Saskatchewan. Under the ASEP Northern Career Quest Partnership, the Government of Canada, the Government of Saskatchewan and other stakeholders, including Aboriginal and industry partners, will provide \$15 million, \$6.3 million, and \$11.8 million respectively, for a total of \$33.1 million to help approximately 1,500 Aboriginal people gain the skills and experience they need. GDI has been, and continues to be, highly involved in such processes as a member and partner



EXISTING PARTNERSHIPS

Dumont Technical Institute

DTI forms a significant partnership with GDIT&E, offering Métis cultural based skills training programs across Saskatchewan. DTI's complimentary mandate and ability to respond quickly to emerging labour market demands contributes to the success of GDIT&E and ensures high quality, coordinated training and employment services for Métis people and for employers.

Practical Nursing

Since 2006 GDIT&E and DTI have partnered with the Saskatoon Health Region and the Prince Albert Parkland Health Region to train Aboriginal Practical Nurses. Prompted by a province-wide shortage of Licensed Practical Nurses (LPNs), along with increased scope of practice for LPNs, DTI began training Practical Nurses in 1999. The Institute has become the second largest trainer of Practical Nurses in Saskatchewan with over 174 graduates, a 90% success rate, and well over 90% employment rates.

Ministry of Highways and Infrastructure Aboriginal Apprenticeship Program

GDIT&E has an existing relationship with the Ministry of Highways and Infrastructure (MHI) as a partner in the Ministry's *Aboriginal Apprenticeship Program*. Since 2003 the MHI has operated a pilot *Aboriginal Apprenticeship Program* through partnerships with Aboriginal communities and organizations. GDIT&E has partnered with the MHI in a cost sharing agreement to cover the costs of apprentice's wages, benefits, and incidentals. In on-going partnership agreements the MHI paid 75% of eligible costs and GDIT&E paid the other 25% and the apprentices in the partnership are indentured with the Ministry for their apprenticeship until they obtained journeyman status. To date four clients have obtained their journeyman status with an additional three at the third-year level.

Pre-Employment Program

DTI and GDIT&E partner with MHI to allow students of Métis ancestry to take a pre-employment program for heavy duty mechanics. The program is housed at the MHI Prince Albert Repair Depot. The students are not only taught pre-employment mechanics, but also life skills. The reason for the MHI partnering with DTI was that DTI lacked the training facilities needed for the



practicum aspects of training apprentices. Fleet Services was able to provide DTI students with space in the shop in which they could put their mechanical knowledge to use through structured practicum time. Allowing students to work in the shop has not only increased their mechanical knowledge, but has given them an opportunity to see their future employment potential through working with qualified and knowledgeable journeypersons. There is currently a nation-wide shortage of qualified journeyperson heavy duty mechanics and welders. The partnership with MHI establishes a demand-driven partnership resulting in the creation of long-term jobs.

The programs under MHI help to address the needs of multi-barriered clients and facilitate their transition to employment. The program helps to remove barriers to employment for Aboriginal people including but not limited to geographic location, poverty related barriers, and physical or mental health conditions. Aboriginal apprentices faced with geographic barriers to employment have the opportunity to work in, or near, their home communities which not only benefits the MHI as an employer, but it also strengthens GDIT&E and the Aboriginal community as a whole by allowing families to stay close together. Aboriginal apprentices faced with poverty related barriers are provided with subsidies (tool allowance, boots, and coveralls) to purchase necessary work equipment.



SELECTION COMMITTEES

Three GDIT&E Selection Committees—for Northern, Central, and Southern regions—have been established to administer program and training allocations. The Northern Selection Committee is responsible for the La Ronge, La Loche, Beauval, and Ile-à-la-Croix 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 then 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 resumes within the specific region. This process takes into account the applicants' skills and qualifications. Candidates may be recommended to the GDI Board of Governors based upon the criteria outlined below.

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.



ASTSIF Health Sector Aboriginal Human Resources Initiative

The ASTSIF funded Health Sector Aboriginal Human Resources Initiative is an innovative new partnership between GDI, eight provincial health authorities, Northern Health Strategy, Northern Health Sector Training Sub Committee, and government and community partners. The Health project will offer 11 new health-sector training programs in cooperation with Health Regions throughout the province. The Health initiative will provide training opportunities to about 250 people over 18 months. Jobs will be in several areas of the health sector, including Medical Laboratory Assistants, Continuing Care Aides, Sterilization Processors, Health Unit Clerks, entry-level positions, and office workers. DTI is a significant partner in the new ASTSIF training initiatives and is the delivery institution for the health programs.

The intention of the ASTSIF fund is to strengthen partnerships between Aboriginal employment service organizations and employers through training-to-employment programs linked to concrete job opportunities. The fund supports short-term, focused initiatives designed to help Aboriginal people obtain the specific skills they require to benefit from economic opportunities.

ASTSIF Strategic Partnership Development Initiative

The GDI Strategic Partnership Development Initiative, funded under the ASTSIF, is an innovative and exciting project aimed at the pro-active marketing of GDIT&E partnerships, programs, services, and clients to small to medium sized employers across Saskatchewan. The GDI Strategic Partnership Development Initiative is an opportunity to prepare the organization for its transition into the ASETS. GDIT&E is keen to be well-prepared for this transition and the new focus on employer partnerships and demand driven skills development. The project provides the Institute the opportunity to develop its capacity in these areas, including the ability to connect with employers to determine labour market demand and target training accordingly, helping ensure a successful transition to the ASETS. The GDI Strategic Partnership Development Initiative also focuses on the preparation of ready workplaces in Saskatchewan via the Institute's relationship with the Ministry of First Nations and Métis Relations (FNMR) and other partners. FNMR is a leader in Saskatchewan in Aboriginal Employment Development and has the connections, capacity and expertise to assist GDI in ensuring that partner employers are prepared with a ready workplace for Aboriginal employees.



SCHOLARSHIPS

In 2008-2009, GDIT&E created the opportunity for public and/or private investment and participation in Métis training and employment through a matching scholarship partnership program. The Institute seeks to form partnerships with businesses, industry, crown corporations, individuals, and others to develop targeted scholarship and/or bursary initiatives directly linked to labour market demand. The scholarship partnerships benefit employers by identifying high calibre Métis students studying in a relevant field, and Métis students benefit by the availability of a new Métis scholarship fund.

In 2008-2009, GDIT&E and SaskTel held a series of meetings to jointly plan and establish a partnership for a Métis-specific scholarship program that will assist SaskTel in their recruitment and employee targets. The *SaskTel Métis Scholarship* recognizes leadership, academic achievement, and community involvement of Métis students pursuing post-secondary accreditation in fields of study related to telecommunications, including engineering, business, and computer sciences. SaskTel provides career mentorship for award recipients and informs all award recipients of its summer employment opportunities.

Under the terms of the partnership, a matching annual donation is made by each partner. The *GDI Scholarship Foundation II* administers the awards at regular trustee meetings. The scholarship partnership is structured initially as a three-year pilot. Opportunities for employer/Institute partnerships have been enhanced under GDIT&E, which recently incorporated a scholarship modeled after the SaskTel partnership.



SaskTel Métis Scholarship Recipients

Graeme James Currie	Engineering	U of S	\$2,000
Shenah Marie Unilowsky	Engineering	U of S	\$2,000
Tyler James Whiteside	Electronic Systems Engineering	U of R	\$2,000
Davida Ryan	Information Technology	SIIT	\$2,000
Dustin Ahenakew	Computer Systems Technician	SIAST	\$2,000
Hank James Boss	Web and Graphic Design	Academy of Learning	\$2,000
Terry Max Vaughn Flamont	Business Administration II	Parkland College	\$2,000
Cherrilynn Martel	Accounting	SIIT	\$2,000

Basic Education Scholarship Recipients

Angela Biron	Level 3		\$500
Amy Desjarlais	Level 4		\$500
Mariette Janvier	Level 3		\$500
Bruce Janvier	Level 3		\$500
Lana Lafleur	Level 4		\$500
Sheena Morin	Level 4		\$500

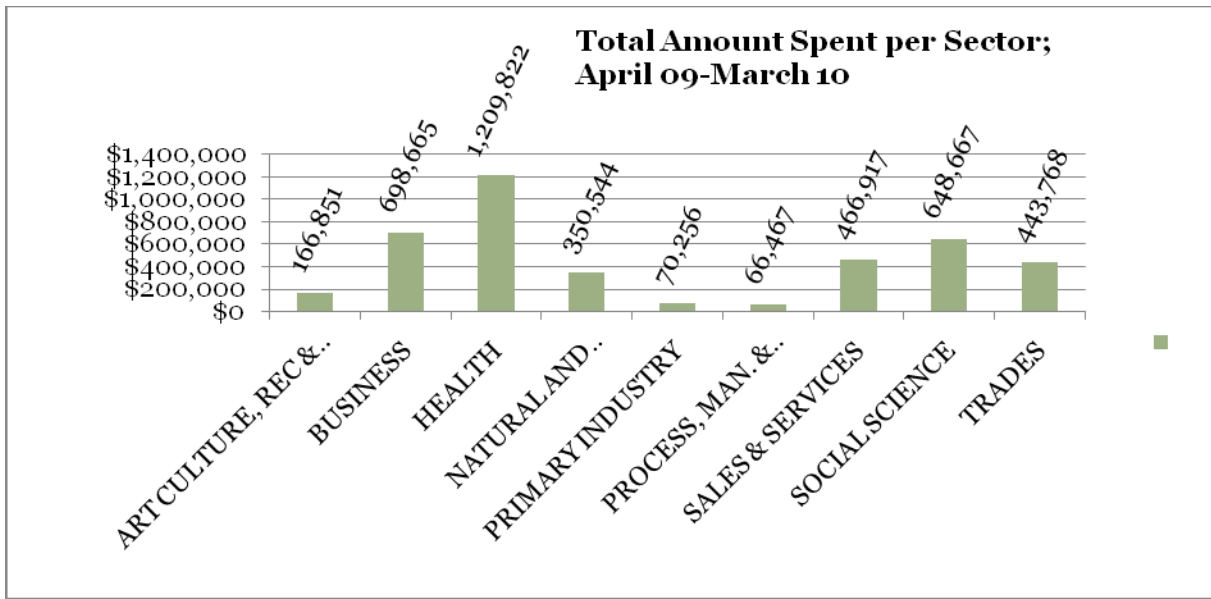
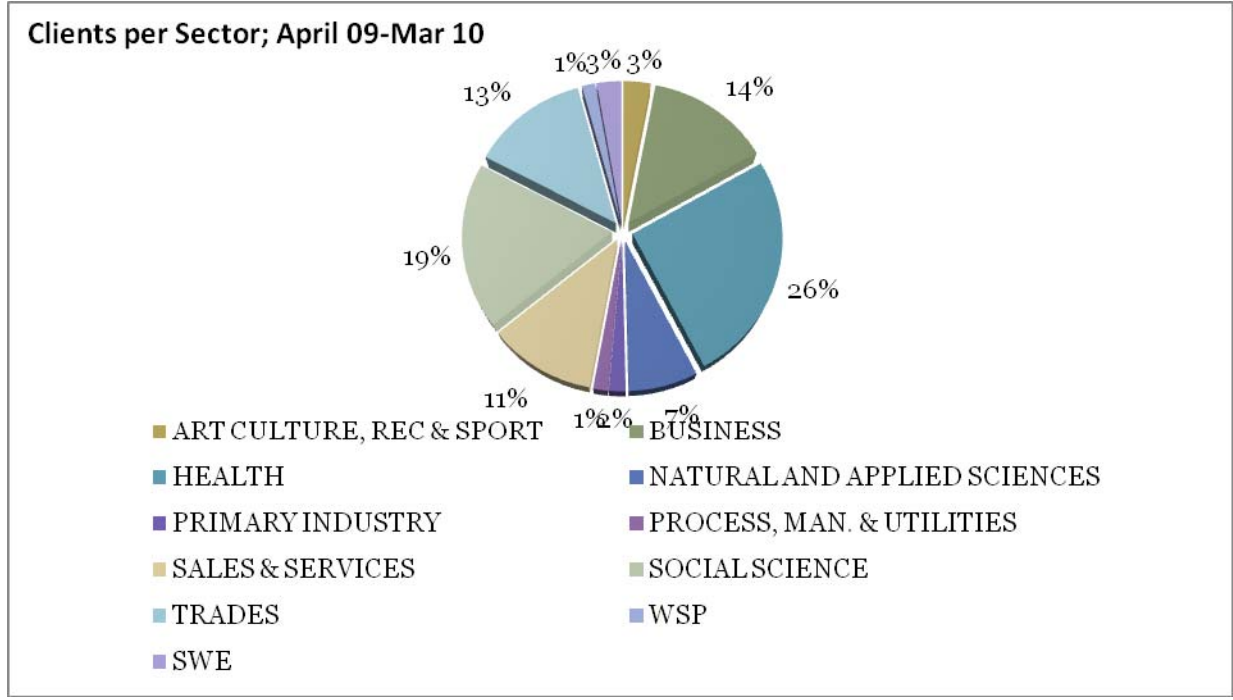


T&E Statistics 2007-2010

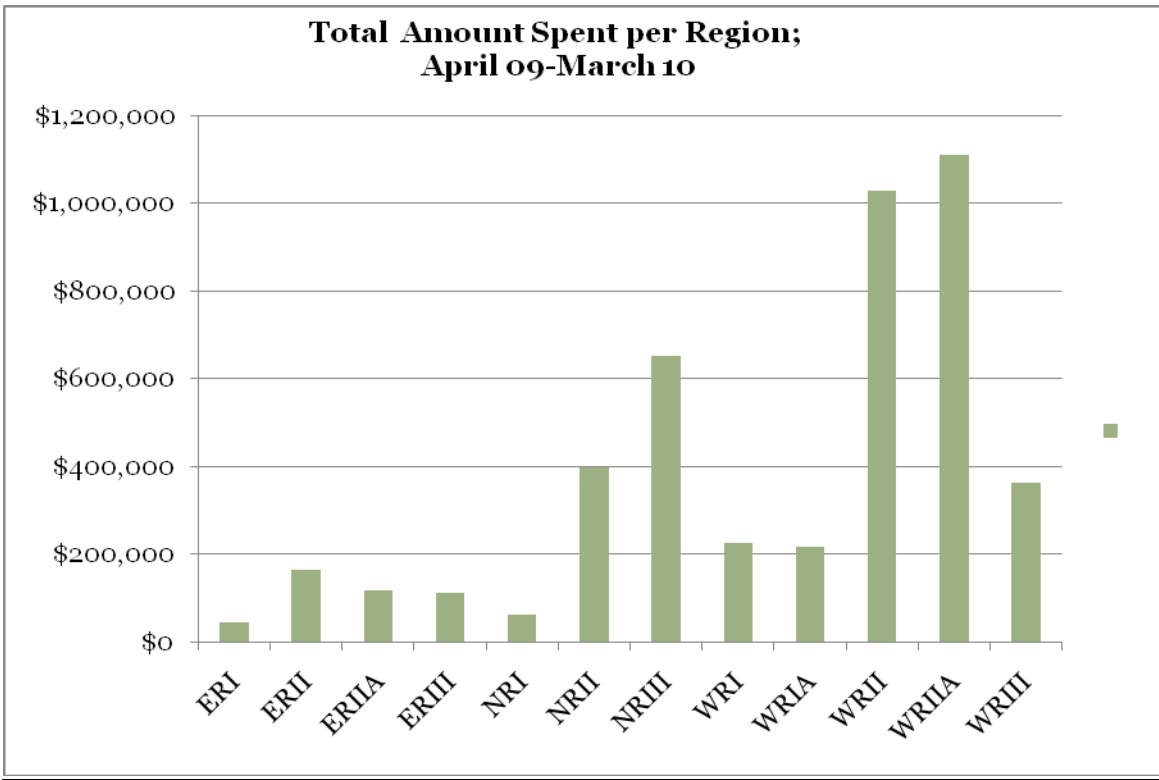
<u>AHRDA</u>	<u>07-08</u>	<u>08-09</u>	<u>09-10</u>	<u>Cumulative</u>
<u>Total Clients</u>	<u>1255</u>	<u>1412</u>	<u>1358</u>	<u>4025</u>
<u>Intervention Completions</u>	<u>869</u>	<u>877</u>	<u>783</u>	<u>2529</u>
<u>Employed</u>	<u>356</u>	<u>401</u>	<u>372</u>	<u>1129</u>
<u>Returned to School</u>	<u>58</u>	<u>54</u>	<u>158</u>	<u>270</u>
<u>EI Unpaid Benefits</u>	<u>514,084</u>	<u>634,775</u>	<u>508,775</u>	<u>1,657,634</u>
<u>Non-EI SAR Savings</u>	<u>49,174</u>	<u>258,681</u>	<u>285,384</u>	<u>593,239</u>
<u>TOTALS</u>	<u>49,174</u>	<u>258,681</u>	<u>285,384</u>	

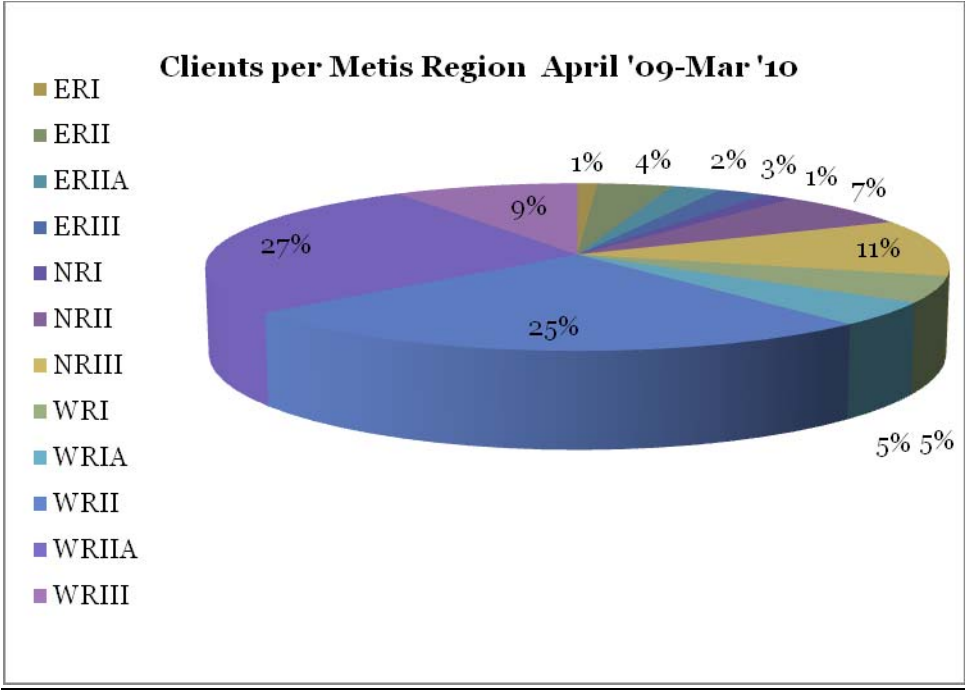


2009/2010 T&E Statistics

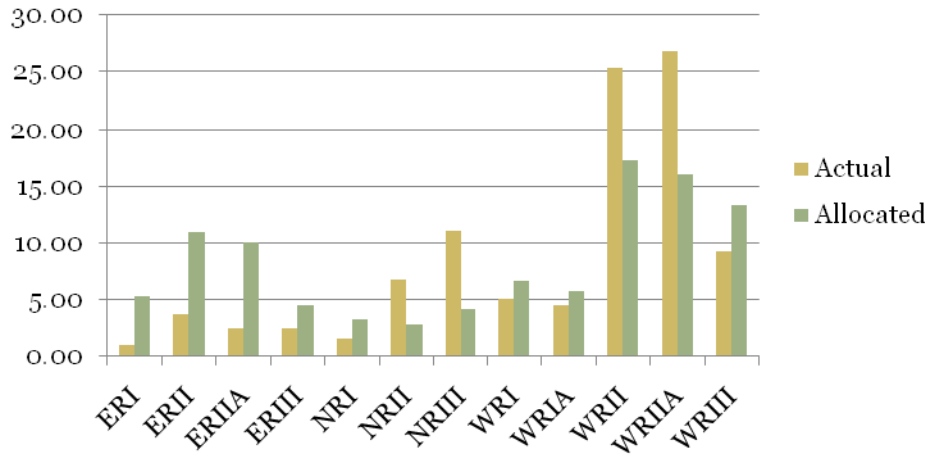


**Total Amount Spent per Region;
April 09-March 10**





Fiscal 2009/10 Actual vs Allocated Resources



GDI TRAINING & EMPLOYMENT OFFICE LOCATIONS

La Loche

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

Ile-a-la-Crosse

Box 510
Provincial Building on
Lajeunesse Avenue
Ile-a-la-Crosse, SK
S0M 1C0
Phone: (306)833-2760
Fax: (306)833-2763

Beauval

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

La Ronge

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

Meadow Lake

Box 656
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Meadow Lake, SK
S9X 1Y5
Phone: (306)234-2370
Fax: (306)234-2373

North Battleford

#103-1272-101st Street
North Battleford, SK
S9Z 0Z8
Phone: (306)445-5081
Fax: (306)445-5084

Prince Albert

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

Nipawin

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

1001 – 22nd Street West
Saskatoon, SK
S7M 0R9
Phone: (306)683-3634
Fax: (306)683-5208

Regina

1235-2nd Avenue North
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Fax: (306)352-5623

Yorkton

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Yorkton, SK
S3N 1J3
Phone: (306)782-5266
Fax: (306)782-5269

Saskatoon Head Office

917 – 22nd Street West
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Toll Free
1-877-488-6888

