

# GDI Training & Employment Inc. Operations Report 2010-2011



**GABRIEL DUMONT INSTITUTE**  
TRAINING AND EMPLOYMENT INC.

# **Table of Contents**

**Organizational Chart**

**Message from the Director**

**Overview of Training & Employment**

**Shift from AHRDS to ASETS**

**Program Description**

**Partnerships**

**Selection Committee Overview**

**ASTSIF Results**

**Scholarships – SaskTel Métis Scholarship  
Basic Education Scholarship  
Cameco Métis Scholarship**

**Training & Employment Statistics**

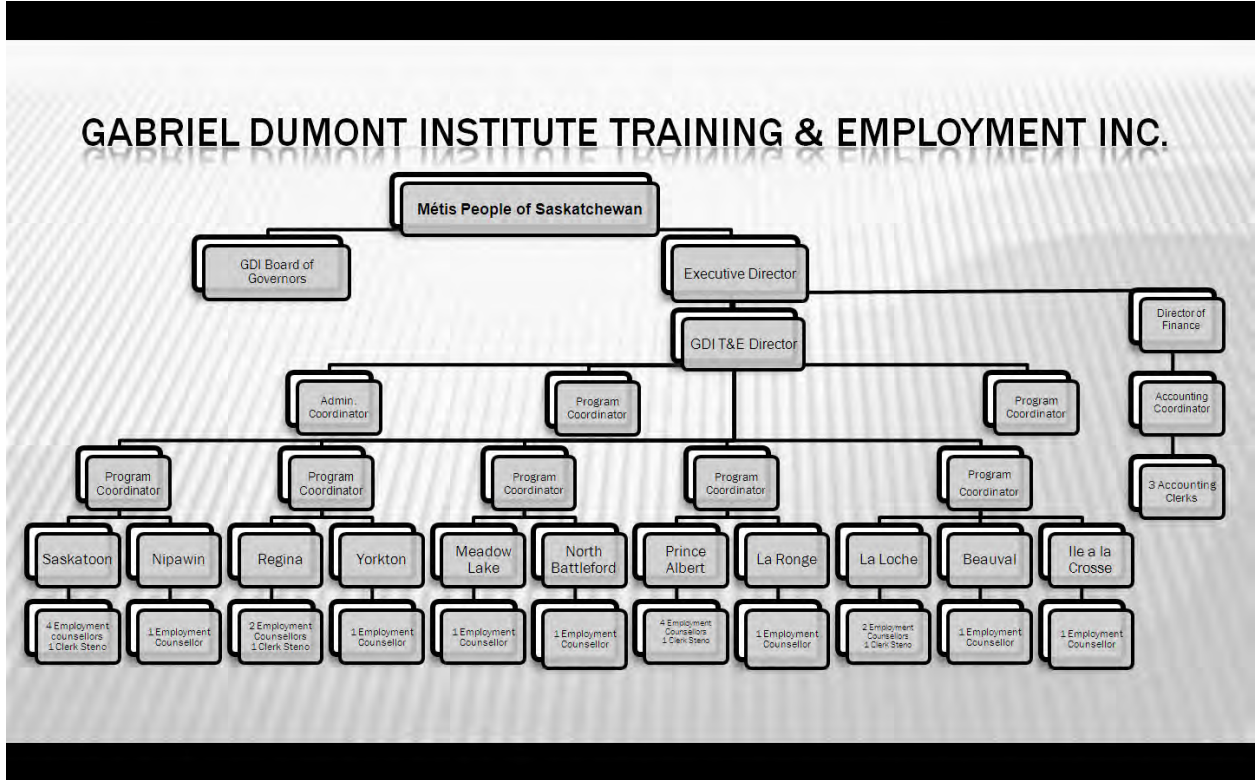
**ASTSIF Statistics**

**Client Success Story – AHRDS/ASETS**

**Client Success Story ASTSIF**

**T&E Office Delivery Locations**

# T&E Organizational Chart





## Message from the Director

2010-2011 was a year of change for Gabriel Dumont Institute Training & Employment (GDIT&E). On September 1, 2010, the federal government replaced the Aboriginal Human Resources Development Strategy (AHRDS) with the Aboriginal Skills Employment and Training Strategy (ASETS). Like AHRDS, ASETS is designed to improve employment opportunities for Aboriginal peoples. However, ASETS focuses on three main priorities: demand driven skills development, the fostering of partnerships, and emphasizing accountability. GDIT&E looks forward to supporting Métis clients while fostering new partnerships under the new 5 year ASETS agreement.

Since GDI T&E acquired the AHRDS agreement in 2006, over 3,750 clients have been funded for post-secondary training. In 2010-2011, ASETS funded 504 clients. As projected, 14% of funded clients were in the health sector, 17% were in trades, and 69% belonged to the eight other sectors. Under the Health Initiative, ASTSIF funded 366 clients; these clients all participated in training related to employment in the health care industry, ranging from security guards to medical lab assistants.

The Aboriginal Skills and Training Strategic Investment Fund (ASTSIF) initiatives came to an end on March 31, 2011. Under ASTSIF, GDI delivered two projects: a Strategic Health Initiative and a Strategic Partnership Development Initiative. Both projects proved successful, providing job planning assistance and training collectively to over 500 Aboriginal individuals. Through the Strategic Partnership initiative, 64 new partnerships were formed. Under the ASETS priority fostering of partnerships, GDIT&E looks forward to enhancing these partnerships in the future and providing Métis people in Saskatchewan with new employment opportunities. With great enthusiasm, GDIT&E looks forward to the Aboriginal Apprenticeship Initiative under the Skills and Partnership Fund (SPF), beginning in the 2011-2012 fiscal year.

GDIT&E looks forward to supporting Métis clients under the 5 year ASETS agreement, while continuing to focus on demand driven skill development, partnerships, and accountability.

Tavia Laliberte, Director

GDI Training & Employment

# Overview of Training & Employment

Gabriel Dumont Institute Training and Employment (GDI T&E) was established in 2006 to assist Saskatchewan's Métis in improving their educational and employment outcomes. GDI T&E programs and services allocate programming based on labour market needs and trends. Students may receive financial support through tuition support, living allowances, and/or employer subsidies where eligible. A strong link between training and sustained employment is a key element of the service.

GDI T&E has eleven (11) regional offices to ensure that Métis in the province of Saskatchewan have direct access to this service in their home community. GDI T&E also includes staff travel to outlying area communities to make sure that the entire Métis populace has reasonable access. GDI T&E will continue to improve and build capacity as a result of its close link to its sister companies and their programs offered by Gabriel Dumont Institute.

Funding for GDI T&E programs is provided through the Aboriginal Skills and Employment Training Strategy (ASETS). Under this strategy, Aboriginal agreement holders design and deliver employment programs and services best suited to the unique needs of their clients. 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.

## Shift from AHRDA to ASETS

At the GDI 30<sup>th</sup> Anniversary Cultural Conference on November 19, 2010, GDI and Human Resources and Skills Development Canada (HRSDC) signed the Aboriginal Skills and Employment Training Agreement. GDI celebrated their new five-year \$47.5 million agreement to provide employment and training programs and services to Saskatchewan's Métis community. The signing ceremony included remarks from the Honourable Ed Komarnicki, *Member of Parliament and Parliamentary Secretary to the Minister of Human Resources and Skills Development and to the Minister of Labour*; the Honourable Rob Norris, *Minister of Advanced Education Employment and Immigration*; President Clément Chartier, Métis National Council; and President Robert Doucette, Métis Nation–Saskatchewan.

“Our government is helping Aboriginal people get the skills and training they need in Saskatchewan,” said Mr. Komarnicki. “Investing in training is one of the most important measures our government is taking to protect Canada and its workers today, while strengthening the long-term competitiveness of our economy.”

The new strategy, Aboriginal Skills and Employment Training Strategy (ASETS), replaced the former Aboriginal Human Resources Development Strategy (AHRDS) under which GDI was also an agreement holder. As such, the transition from AHRDS to ASETS has gone smoothly. The new agreement administered through GDI's Training and Employment program focuses on three pillars: demand driven skills development, partnership creation, and accountability.

“Under the new ASETS Agreement, GDI will retain the successful approaches, programs, and practices established under the former agreement,” said GDI's Chair, Karen LaRoque. “The Institute foresaw the ASETS direction and took a proactive approach in order to build in practices and structures that would support the demand driven skills development and partnership aspects of the ASETS.”

The ASETS agreement enables GDI to design, manage, and deliver human resources development programs and services tailored to the needs and circumstances of Métis people and employers in Saskatchewan. GDI offers employment, placement, and training programs to Métis people throughout the Province of Saskatchewan, namely labour market development programs. GDI also works with employers to ensure ready workplaces conducive to diversity, specifically for Métis people, and ensures programming meets labour market needs.

## **Individual Sponsorship Program**

The Individual Sponsorship Program is designed to assist clients in obtaining the skills required to advance their present position, or in obtaining quality employment in their chosen field. GDI directly sponsors 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, while receiving subsidized labour.

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 Métis individuals to make the transition to career-related employment, and to 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 have experienced other barriers impeding them from moving into employment. This program encourages employers to hire Métis 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

In line with ASETS priority of “fostering new partnerships with the private sector and the provinces and territories,” GDI T&E has created several new partnerships while maintaining existing ones during the reporting period. One partnership that has proven very successful for GDI T&E is the agreement held with the Saskatchewan Ministry of Highways and Infrastructure (MHI). Since 2003, the MHI has operated a pilot Aboriginal Apprenticeship program. GDI T&E has partnered with the MHI in a cost-sharing agreement to cover the costs of apprentices’ wages, benefits, and incidentals. GDI T&E provides coaching and employment counseling to apprentices while the MHI gains access to the labour pool. The success of this partnership is due to the long-standing relationship between GDI T&E and the MHI, and the incredible amount of time spent working together. Although this partnership began as one Wage Subsidy Program (WSP), it now encompasses numerous WSPs throughout the province and a formal agreement with Dumont Technical Institute (DTI) to offer Heavy Equipment Truck and Transport Technician (HETT) training.

However, there have been some challenges along the way. The MHI is a unionized employer; creating a subsidized employment contract for apprentices while abiding by the union involved a lot of discussion, paperwork, and time. For most partnerships, the main challenge is the amount of time devoted to creating a successful agreement. For GDI T&E and the MHI, the time spent fostering this partnership has provided positive results for both Métis people in Saskatchewan and the local labour market. In this reporting period alone, eight Métis individuals were hired in WSPs to apprentice in HETT positions.



GDI T&E and MHI Partnership: Philip McCloskey (Assistant Workplace Diversity Coordinator, MHI), Cecile O’Neil (Program Coordinator, GDI T&E), and Archie Stewart (Workplace Diversity Coordinator, MHI).

*Photo Courtesy: Bonnie Hrycuik*



## Partnerships - continued

Throughout the province of Saskatchewan, GDI T&E staff members participate in numerous committees focusing on training, employment, and the promotion of Aboriginal people in the labour market. On July 10, 2010, GDI T&E signed a Memorandum of Understanding (MOU) with Saskatoon Community Youth Arts Programming Inc. (SCYAP) to provide tuition and employment counseling to six Métis individuals participating in the "Urban Canvas Program," as well as providing an employability presentation to all program participants. The "Urban Canvas Program" provides an eight-month full-time youth empowerment program utilizing art to empower, inspire, and aid participants in gathering and developing tools for success.

Another extremely successful partnership for GDI T&E has been with the Northern Labour Market Committee. This committee advocates for the education and employment of Northern residents in Saskatchewan. Networking in this committee has been important to GDI because several partnerships have been established with other committee members including the Cameco Scholarship and the Early Childhood Education (ECE) program in Pinehouse. Participation in the Northern Labour Market Committee has been advantageous for GDI T&E as it is not very time consuming and provides excellent networking opportunity.

# SELECTION COMMITTEES

Three (3) 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 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.

## ASTSIF Results

The Aboriginal Skills and Training Strategic Investment Fund (ASTSIF) programs developed by GDI came to an end on March 31, 2011. GDI successfully delivered two projects under ASTSIF; a Strategic Health Initiative and a Strategic Partnership Development Initiative which provided job planning assistance and training collectively to over 500 Aboriginal individuals.

Under the health initiative, DTI and GDI Training & Employment engaged with nine different health regions throughout Saskatchewan to offer health programming to Métis, First Nations, and Inuit students within the respective health authorities. These regions included: Keewatin-Yatthe, Mamawetan-Churchill River, Prairie North, Prince Albert-Parkland, Kelsey Trail, Saskatoon, Sunrise, Five Hills and Regina-Qu'Appelle. In collaboration with each health region, programs were planned and designed to meet the needs of the health regions and the students.

The ASTSIF health initiative partnered to offer 24 programs including: Office Education (3), Medical Lab Assistant (2), Continuing Care Assistant (4), Medical Device Reprocessing (1), Licensed Practical Nurse (2) and Health Entry (12) training. In total, 84% of students who participated in Skills Training programs secured employment. Overall, the health initiative proved extremely successful with a 78% completion rate and 166 Aboriginal people securing employment.

The ASTSIF partnership project was aimed at small-to-medium sized businesses and focused on strengthening partnerships between Aboriginal organizations and employers to help Aboriginal people gain the skills they need for the labour market today and for the long term. The partnership initiative successfully created 64 new partnerships and registered 269 clients throughout the project period. Of the 269 registered clients, 136 completed an action plan and participated in one of the following programs: Wage Subsidy, Student Work Experience, Safety Tickets, Partnership Program, Workshops or Young Workers' Readiness Certificate.

Creating partnerships is time-consuming and involves dedication from each group involved. GDI anticipates many future success stories based on the initial partnerships created under the Strategic Partnership Development.

# SCHOLARSHIPS

The Gabriel Dumont Scholarship Foundation was established to administer the Institute's scholarship funds. Award decisions are made by the Scholarship Trustee and Selection Committee comprised of five members; three members are selected from within the Institute while two members are external appointees from the Métis community.

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 caliber Métis students studying in a relevant field, and Métis students benefit by the availability of a new Métis scholarship fund.

## **SaskTel Métis Scholarship**

The purpose of the SaskTel Métis Scholarship is to recognize leadership, academic achievement, financial need and community involvement of Métis students pursuing post secondary accreditation in one of the following:

- Engineering (electrical, electronic, or telecommunications)
- Business Administration/Commerce
- Computer Science
- Other field of study related to SaskTel.

The award will initially exist as a three year pilot to be reviewed at the end of those three years. Eight awards of \$2000 (or other disbursement as agreed to by the Selection Committee) will be available annually commencing in May, 2009.

## **GDI Training & Employment Scholarship**

The Gabriel Dumont Institute Training and Employment (GDI T&E) Scholarship is a three-year pilot that commenced in May 2010.

The purpose of the GDI T&E Scholarship program is to recognize leadership, academic achievement, financial need, and community involvement of Métis students pursuing ABE level 3 or 4 accreditation.

Applicants must be enrolled full-time in a level 3 (BE 10) or level 4 (Adult 12) Basic Education Program and anticipate completion of the program prior to the next GDIT&E Scholarship Fund application deadline. For example, a student who starts a BE program in September and anticipates completion in June would apply for the May 1st deadline.

# SCHOLARSHIPS - continued

## **GDI Cameco Scholarship**

Gabriel Dumont Institute of Native Studies and Applied Research (GDI) and Cameco have partnered to jointly provide scholarships to encourage Métis students to pursue post-secondary education and accreditation in the following fields:

- Trades
- Business Administration/Commerce
- Computer Science
- Other fields of study related to Cameco.

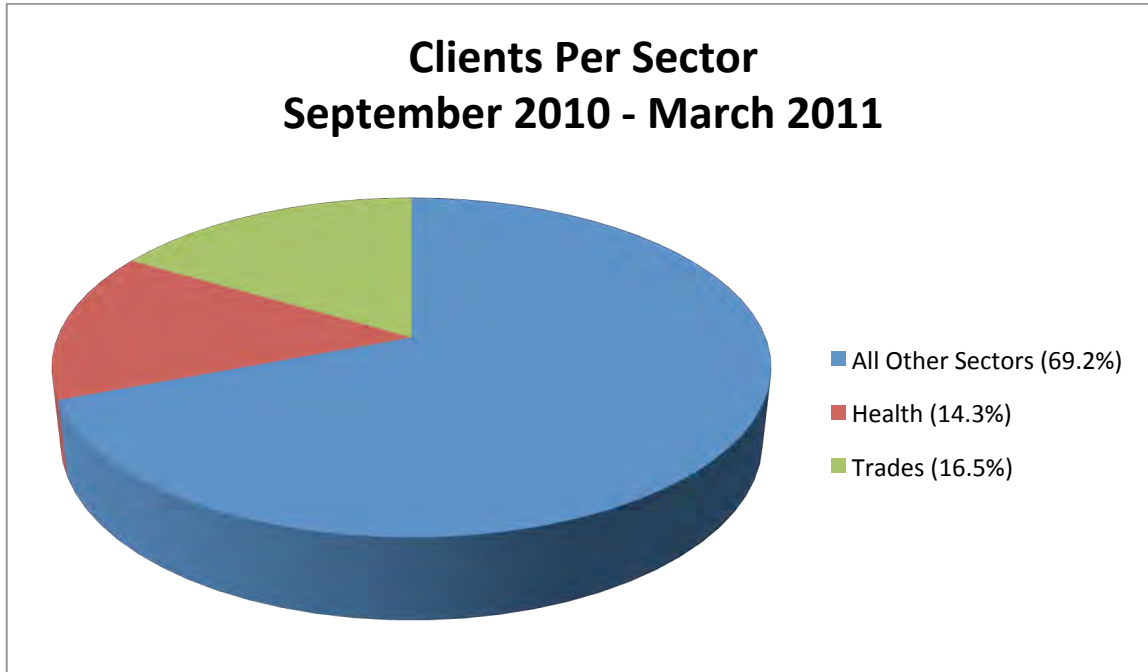
Five awards of \$1,300 or other related disbursements will be available annually, commencing May 2011. The GDI/Cameco Métis Scholarship is open to students enrolled in an accredited post-secondary institution pursuing a degree, diploma, certificate, or apprenticeship program related to career opportunities at Cameco.

GDI T&E has been involved in a partnership with the Saskatoon Health Region (SHR) to jointly provide scholarships to Métis students in a pursuit of post-secondary education leading to health careers. We look forward to the launch of this new scholarship in late 2011.

## GDI Training & Employment Statistics 2007-2011

<u>AHRDA</u>	<u>07-08</u>	<u>08-09</u>	<u>09-10</u>	<u>10-11</u>	<u>Cumulative</u>
<u>Total Clients</u>	<u>1255</u>	<u>1412</u>	<u>1358</u>	<u>871</u>	<u>4896</u>
<u>Intervention Completions</u>	<u>869</u>	<u>877</u>	<u>783</u>	<u>409</u>	<u>2938</u>
<u>Employed</u>	<u>356</u>	<u>401</u>	<u>372</u>	<u>226</u>	<u>1355</u>
<u>Returned to School</u>	<u>58</u>	<u>54</u>	<u>158</u>	<u>39</u>	<u>309</u>
<u>Persons with Disabilities – Total Clients</u>	<u>18</u>	<u>41</u>	<u>43</u>	<u>24</u>	<u>126</u>

# T&E ASETS Clients Funded Per Sector



All Other Sectors includes:

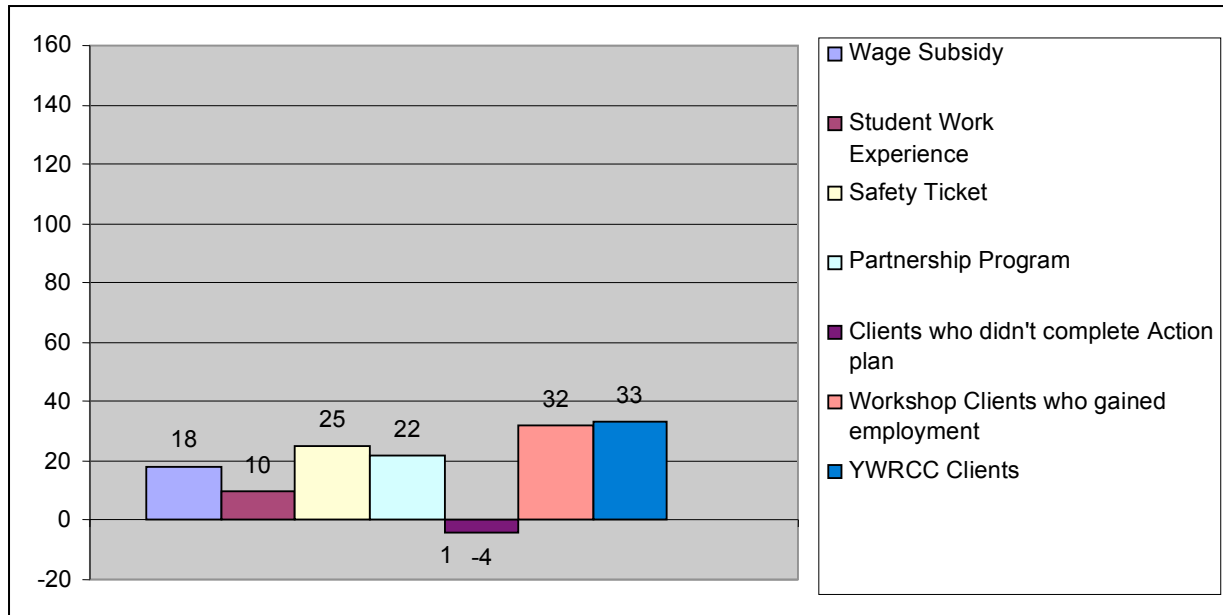
- Art, Culture, Recreation and Sport
- Business
- Natural and Applied Sciences
- Primary Industry
- Process, Manufacturing and Utilities
- Sales and Service
- Social Science

# ASTSIF Health Program Results

<b>Program</b>	<b>Location</b>	<b>Enrollment</b>	<b>Complete</b>
Office Education	La Ronge	15	11
Office Education	Regina	20	13
Office Education	Saskatoon	16	8
Medical Lab Assistant	Prince Albert	10	8
Medical Lab Assistant	Saskatoon	7	7
Continuing Care Assistant	Saskatoon	16	9
Continuing Care Assistant	Regina	22	14
Continuing Care Assistant	Canwood	13	13
Continuing Care Assistant	Regina	22	14
Medical Device Reprocessing	Regina	12	8
Licensed Practical Nurse	Saskatoon	15	6
Licensed Practical Nurse	Prince Albert	14	10
Health Entry	Buffalo Narrows	13	11
Health Entry	North Battleford	12	12
Health Entry	Saskatoon	10	10
Health Entry	Yorkton	19	15
Health Entry	Nipawin	17	16
Health Entry	Prince Albert	18	15
Health Entry	Regina	32	29
Health Entry	Saskatoon	12	11
Health Entry	Moose Jaw	19	15
Health Entry	La Ronge	15	14
Health Entry	Meadow Lake	12	11
Health Entry	Lloydminster	13	13
<b>Total Programs: 24</b>		<b>Total Enrollment: 366</b>	<b>Total Complete: 287</b>



# ASTSIF Strategic Partnership Initiative Results



The Partnership office guided 136 clients to participate in one of the following aspects of training: Wage Subsidy Program, Student Work Experience, Safety Tickets, Partnership programs, Workshop clients who were linked to employment, and Young Worker Readiness Certificate Training.



## Client Success Story (ASETS): Trevor Corbett

*Photo Courtesy: Peter Beszterda*

Trevor Corbett is the true definition of success, and it is written all over his face. Trevor first came to GDI T&E in September 2008 because he knew he was Métis and could possibly get funding to go to school if he put some effort into it. Trevor has a learning disability. Trevor was very open about his disability and therefore it was never a hindrance for him as he made it clear that his employment goal was to be able to help other people with disabilities. The Disability Support Worker (formerly Rehabilitation Worker) program is normally done in one year; however, Trevor and SIAST knew the program would need to be modified for him. As a result, Trevor was funded over three years. Trevor's secret to success is simple, "I just go to school every day and try my hardest to accomplish what needs to be done." It paid off. He successfully finished the program and completed his final practicum with Saskatoon Public Schools.

Trevor attributes a great deal of his success to the dedicated and extremely supportive teachers at SIAST and his Employment Counsellor at GDI for pushing him to finish his training. Trevor has been hired by the Saskatoon Public School Board as a casual Educational Assistant. With the few shifts he has worked, Trevor knows this is where he belongs. He gets to build relationships with students and make a difference. Trevor is proud to help children with disabilities; he is giving back!



*Photo Courtesy: Peter Beszterda*

## **Client Success Story (ASTSIF): Kory Morrison**

Kory Morrison, an 18-year-old Métis male, was unemployed and looking for direction when he came to GDI for assistance finding a career. He knew he was interested in working in the trades, but with little experience and a lack of formal training, he was unsure of how to enter the industry. An Employment Counsellor at GDI T&E initiated a session in Career Cruising, an online career guidance and planning system, which reinforced Kory's instinct suggesting a career in "Skilled Trades." Kory was given information on trades and apprenticeship and went home to do some research.

Several weeks later, an opportunity arose from a partnership between the Saskatchewan Ministry of Highways and Infrastructure (MHI) and GDI for a Partsperson Apprentice at the Saskatoon location. GDI contacted Kory immediately to determine his interest in the position and after an interview with MHI, he was hired. Monthly follow-ups with Kory and his supervisor have consistently shown that both are satisfied with the way things are going.

Kory is "excited with the opportunity to further his knowledge and skills as a Partsperson Apprentice with the Ministry of Highways and Infrastructure through the partnership with GDI T&E." Kory is enjoying his employment at MHI and has been indentured with the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC). In the future, Kory intends on completing the Partsperson Apprenticeship program and obtaining Journeyman certification. GDI T&E will continue providing any needed support to Kory and his employer until Kory achieves his goal of becoming a journeyman.

## **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  
La Ronge, SK  
S0J 1L0  
Phone: (306)425-5283  
Fax: (306)425-5286

### **Meadow Lake**

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

### **North Battleford**

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

### **Prince Albert**

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

### **Nipawin**

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

### **Saskatoon**

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

### **Regina**

1235 2<sup>nd</sup> 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 22<sup>nd</sup> Street West  
Saskatoon, SK  
S7M 0R9  
Phone: (306)242-6070  
Fax: (306)683-3508

### **Toll Free**

**1-877-488-6888**