



Employment and
Social Development Canada

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Gabriel Dumont Institute
Training and Employment
GDITE

ANNUAL REPORT TO SERVICE CANADA

2015-2016



Table A - Annual Report Against Gabriel Dumont Institute Training and Employment (GDITE) Annual Operational Plan for 2015-2016.

SC will pre-populate the gray shaded columns (including the Targets in section F) using information from your approved 2015-2016 Annual Operational Plan.

Strategic Business Plan Links	Description of Supporting Activities	Column 1 Results / Progress Achieved (Please also include, where relevant, progress achieved for FNJF if applicable to your organization)	Column 2 Explanation – if applicable (Please include additional information to provide context)
A. Administration			
Agreement holder			
Administration General	<p>GDITE operates with 34.5 FTE employees. 20.5 unionized and 14 out-of-scope. Director of Training and Employment, Director of Finance, 3 Program Coordinator-Admin, 4 Program Coordinator – Client Services, one Accounting Coordinator, 2.5 Admin Coordinators, 18 Employment Counsellors, 2 Administrative Assistants, and 2 Accounting Clerks.</p> <p>A Summer Student is hired for special projects from June to September. As per Institute policy, all vacancies and new positions are posted with a description of duties and required qualifications.</p> <p>Also included are non-salary operating costs such as: rent, office supplies, furniture & equipment, computer / software, meetings travel, and telephone expenses.</p>	GDITE is a professional organization that efficiently serves Métis communities and clients in Saskatchewan.	
Professional Services	GDI has centralized finance and operations department to oversee its financial aspects including GDITE. Director of Administration and Director for Human Resources manage all aspects of the department. Strict controls are in place via Institute policies and procedures and the role of an Audit and Finance committee (meeting quarterly).	In order to control and direct the organization, salaries are paid to Directors, Administrative Coordinator, Program Coordinators, and an Accounting Coordinator.	



Strategic Business Plan Links	Description of Supporting Activities	Column 1 Results / Progress Achieved (Please also include, where relevant, progress achieved for FNJF if applicable to your organization)	Column 2 Explanation – if applicable (Please include additional information to provide context)
Other Measures Resource Allocation	The resource allocation model was updated to represent 2006 data. This model raised concerns. GDITE will investigate other avenues to ensure client access to programs and services across the province respond to local needs.	Gabriel Dumont Institute completes yearly needs assessments in Saskatchewan’s Métis communities. These needs assessments, along with labour market information, are used to ensure a fair distribution of resources.	Individual clients are supported based on labour market demand, while larger partnerships for programming are prioritized to meet community needs. Internal policies are in place that limits resources available to skills development for low demand jobs.
Other Measures Service Standards	GDITE recognizes that more consistent service standards are achievable across the province for programs and services. Processes should be similar in all offices and clients moving from one office to the next should find the same quality of service.	GDITE established a Service Standards Committee after completing an exercise at the 2016 All-Staff Conference. The Committee is comprised of GDITE Staff at all levels with regional representation.	The Service Standards Committee will meet throughout 2016-17 to establish a set of Service Standards to implement across the province.
Other Measures Service Level Agreement	GDITE adopted the Service Level Agreement on privacy in June 2014. A Privacy Policy was developed to implement the requirements of the SLA. While the manner in which GDITE treats sensitive client information is not new, the policy regulating it is. GDITE will conduct an internal gap analysis and any policy, process or infrastructure changes will be reviewed and implemented as required.	GDITE has a Policy Committee that regularly reviews internal policies and suggests updates as required. During the 2015-16 year, the Policy Committee did not find any gaps regarding the Privacy Policy.	
Internal Capacity Measures KETO Client Management System	Continued support for KETO implementation by providing training to KETO committee members to offer support to regions on KETO. PD will be required in training staff on the systems and resources will be required to provide system supports.	Five staff members were trained to provide KETO training to new employees in their regions. GDITE now has a KETO expert in each region to provide immediate support to staff.	



Strategic Business Plan Links	Description of Supporting Activities	Column 1 Results / Progress Achieved (Please also include, where relevant, progress achieved for FNJF if applicable to your organization)	Column 2 Explanation – if applicable (Please include additional information to provide context)
Internal Capacity Measures Staff Professional Development	Encourage and support staff professional development opportunities, including cultural opportunities. GDITE will coordinate these PD opportunities on an on-going basis, over the duration of the agreement. The multi-year PD plan will be updated to include 2015-2016.	GDITE participated in a joint All-Staff Conference with sister company Dumont Technical Institute, February 22-24 2016.	Training included Staff Communication, Métis Awareness, Conflict Resolution, Service Standards, Information Sessions, and Future Programming.
Service Delivery Structure Measures Selection Committee Professional Development	Encourage and support professional development opportunities for GDITE Selection Committee members, ensuring all members understand the pillars of ASETS and local labour market needs / trends. Budgeted amounts include Travel.	New Selection Committee members were provided training, and periodic Labour Market Information sessions are provided to all Selection Committee Members.	
Communication and Marketing Measures Communities	GDITE identifies clients and their communities as a priority stakeholder. GDITE will continue to use current communications strategies to attract and inform potential clients about programs and services. Strategies include publications such as newspapers, mail-outs, career fairs / high school information sessions, in-person meetings and presentations, social media, success stories and videos, GDI's website and media outlets such as The New Nation, GDI Communicator, and GDI Annual Report.	GDITE increased awareness of programs and services through various advertising initiatives.	GDITE partnered with sister company Dumont Technical Institute to include an outsert in the Careering magazine that is distributed to all High School Guidance Counsellors in Saskatchewan. The outsert included information on GDITE programs and services.
Communication and Marketing Measures Employers	GDITE will target potential employers for Métis clients and assist them to connect with the services and programs available to help them train and employ Métis people. A communications strategy will be used to link with employers and expand employer awareness of the opportunities in hiring Aboriginal workers.	Communications materials are made available to employers at various trade shows. GDITE attends many trade shows and career fairs around the province at local high schools, colleges, universities and conference venues.	Some examples include the U of S Career Expo; Contact Conference; Inclusion Works '15; Witchitowin Conference; Prince Albert Open Doors; See Your Future; National Aboriginal Day; U of R Career Day; and Try-a-Trade. At these events, GDITE staff have the opportunity to communicate with both potential clients as well as employers.



Strategic Business Plan Links	Description of Supporting Activities	Column 1 Results / Progress Achieved (Please also include, where relevant, progress achieved for FNJF if applicable to your organization)	Column 2 Explanation – if applicable (Please include additional information to provide context)
Communication and Marketing Measures – All Stakeholders	Career / Trade Fairs are a prime source of client contact, especially with the target youth demographic. GDITE will increase presence at these events province wide in partnership with sister organization Dumont Technical Institute.	GDITE has a unified presence at Career/Trade fairs with sister company Dumont Technical Institute.	Attendance is coordinated at events so that a delegate from each company is present if possible. Staff that attend events are trained to represent both companies and provide relevant information.
Communication and Marketing Measures – All Stakeholders	GDITE will continue to participate on a number of local, regional, provincial and national committees. Participation in these committees allows GDITE to inform stakeholders and potential partners of GDI programs and services, and to engage potential partners to further employment opportunities for Métis people.	GDITE has seen positive impact from participation on various committees.	Participation on the Labour Market Task Group for Tourism and Hospitality has led to increased partnership in the tourism and hospitality sector.
B. Core Program Services			
Client Needs / Barriers Measures Employment Assistance Services	GDITE employs an assisted self-service model at all of its service delivery offices. Any person can access GDITE self-serve centres and Employment Assistance Services: work search, job postings, resume preparation, labour market information, links to other agencies and services, information about income support and employment program options, employer supports, need assessments and development of a Return to Work Action Plan. Métis clients may develop a Client Management and Career Action Plans, and receive support from Employment Counsellors to apply for training and employment programs. Regular follow-up ensures client success. Staff includes 18 Employment Counsellors, 2 Admin Assistants, 4 Program Coordinators, and 1.5 Admin Coordinators.	GDITE successfully completed employment assistance services with all funded clients served (576). GDITE also offered Employment Assistance services to non-funded clients, and persons who are not eligible clientele, as well as services such as sharing labour market information, maintaining a job listing for both clients and employers and providing job placement services to employer partners.	GDITE provides presentations and information sessions by request for many Employers as part of MOU agreements, and Resume, Interview Skills, and Career Information Workshops with local high schools and community organizations such as the Paul DoJack Youth Centre. The GDITE office in Regina assists youth in completing the Youth Workers Readiness Certificate Course, and offer assistance with resumes and job search while encouraging youth to complete their high school education.



Strategic Business Plan Links	Description of Supporting Activities	Column 1 Results / Progress Achieved (Please also include, where relevant, progress achieved for FNJF if applicable to your organization)	Column 2 Explanation – if applicable (Please include additional information to provide context)
Service Delivery Structure Measures Selection Committees	GDITE utilizes three regional Selection Committees to select funded clients based on client assessments, action plans, and barriers. Budgeted amounts include Travel.	GDITE Selection Committees approved 508 client applications during the 2015-16 year. Priority was given to applications linked to strong labour market demand.	Funds were set aside to allow for Selection Committee meetings for programs starting in the winter.
Service Delivery Structure Measure KETO Client Management System	Improvements made through staff and selection committee professional development, as well as improvements to and increased use of the KETO client management system. Staff provide client services through the KETO system, reducing the amount of paperwork required and increasing the client's interaction with the employment counsellor. This model is a best practise in the service industry.	See Internal Capacity Measures (pages 2-3)	
Service Delivery Structure Measure Service Delivery	GDITE currently provides outreach services to 24 communities, with plans to increase by 2 communities by April 2015, by collaborating with local organizations that allow GDITE employment counsellors the regular use of space to meet with clients and provide assessments, labour market information and access to GDITE programs. These outreach services will be maintained and GDITE will respond to requests and initiate consultations with communities to provide additional services within the constraints of GDITE's current human resources. Partnership development to increase client services in areas where GDITE does not have a physical office take time, and the focus of those efforts will be on membership on regional working groups, communities and other early partnership development leading to yearly community visits.	GDITE has started monthly outreach visits to the communities of Grenfeld, Maryfield and Kamsack. Activities to increase community involvement include participation on local labour market working groups, and a new partnership with the Regional Psychiatric Centre in Saskatoon to deliver information on GDITE programs and services, and to provide Career Cruising workshops. Information sessions about the Aboriginal Apprenticeship Project are presented on a regular basis at GDITE offices across the province.	



Strategic Business Plan Links	Description of Supporting Activities	Column 1 Results / Progress Achieved (Please also include, where relevant, progress achieved for FNJF if applicable to your organization)	Column 2 Explanation – if applicable (Please include additional information to provide context)
C. Funded Program Activities			
Agreement holder			
Demand Driven Skills Development and Partnership Health Sector	<p>GDITE will promote opportunities in the health sector through all available venues: GDITE Service Delivery officers, secondary schools, career fairs, counsellors and counsellors' professional associations.</p> <p>GDITE will promote to industry its services as a facilitator of health sector training.</p> <p>GDITE will identify training needs and facilitate the development of training programs utilizing accredited training institutes throughout the province.</p> <p>GDITE will develop its capacity to serve as an employment agency serving both employer and employees.</p> <p>Targets are reviewed on a yearly basis.</p>	<p>EI Interventions: 36 (target of 45) CRF Interventions: 95 (target of 91)</p> <p>EI Completions: 28 (target of 41) CRF Completions: 82 (target of 82)</p> <p>EI Employed: 26 (target of 21) CRF Employed: 56 (target of 41)</p> <p>Return to School: 34 (target of 37)</p>	<p>Health Sector interventions continue to lead to strong employment results for clients.</p>
Demand Driven Skills Development and Partnership Trades Sector	<p>GDITE will promote opportunities in the trades sector through all available venues: GDITE Service Delivery officers, secondary schools, career fairs, counsellors and counsellors' professional associations.</p> <p>GDITE will promote to industry its services as a facilitator of trades training and apprenticeship.</p> <p>GDITE will identify training needs and facilitate the development of training programs utilizing accredited training institutes throughout the province.</p> <p>GDITE will develop its capacity to serve as an employment agency serving both employer and employees.</p> <p>Targets are reviewed on a yearly basis.</p>	<p>EI Interventions: 52 (target of 45) CRF Interventions: 85 (target of 91)</p> <p>EI Completions: 44 (target of 41) CRF Completions: 67 (target of 82)</p> <p>EI Employed: 34 (target of 21) CRF Employed: 46 (target of 41)</p> <p>Return to School: 21 (target of 37)</p>	<p>31 Métis Apprentices were sponsored through the new GDI Aboriginal Apprenticeship Project funded through Western Diversification Canada, instead of through ASETS.</p> <p>A higher occurrence of employment-based programming continues to show lower Return to School and higher Employment results.</p>



Strategic Business Plan Links	Description of Supporting Activities	Column 1 Results / Progress Achieved (Please also include, where relevant, progress achieved for FNJF if applicable to your organization)	Column 2 Explanation – if applicable (Please include additional information to provide context)
Demand Driven Skills Development and Partnership All Sectors – High demand employment / careers	<p>GDITE will promote opportunities in all sectors through all available venues: GDITE Service Delivery officers, secondary schools, career fairs, counsellors and counsellors’ professional associations.</p> <p>GDITE will promote to industry its services as a facilitator of a quality Métis labour pool.</p> <p>GDITE will identify training needs and facilitate the development of training programs utilizing accredited training institutes throughout the province.</p> <p>GDITE will develop its capacity to serve as an employment agency serving both employer and employees.</p> <p>Targets are reviewed on a yearly basis.</p>	<p>EI Interventions: 116 (target of 136) CRF Interventions: 236 (target of 272)</p> <p>EI Completions: 91 (target of 122) CRF Completions: 196 (target of 245)</p> <p>EI Employed: 55 (target of 61) CRF Employed: 91 (target of 123)</p> <p>Return to School: 130 (target of 111)</p>	<p>Intervention completion rates for All Other Sectors showed improvement in the 2015-16 year.</p> <p>The cost increases of tuition and childcare exceeded predictions and made the average intervention cost much higher than expected. As a result, fewer clients were able to receive funding through Selection Committees (508 in 2015-16 vs. 584 in 2014-15 and 638 in 2013-14)</p>
Demand Driven Skills Development and Partnership All Other Sectors – Basic Education and Essential Skills	<p>Métis people in Saskatchewan require an increase in Basic Education to successfully access long-term quality employment in the labour market. GDITE supports Basic Education Initiatives by referring clients to partnering organizations that deliver BE programming, including Dumont Technical Institute. GDITE will continue to provide assessments and support essential skill development in programming. GDITE will complete a client needs assessment on the barrier of secondary education.</p>	<p>GDITE provided supports for Basic Education interventions for 4 clients, and provided 52 ABE Scholarships through the GDITE Endowment Fund.</p>	
Demand Driven Skills Development and Partnership All other Sectors - University	<p>As identified in labour market research, Métis people in Saskatchewan gain the closest parity with non-Aboriginal people with the attainment of a University Degree. GDITE supports University initiatives in a limited capacity and refers clients to partnering programs and services including Student Loans, scholarships/bursary programs. These interventions are included in the GDITEs “All Sectors” funding.</p>	<p>GDITE sponsored 41 Degree level interventions in the 2015-16 year – mostly Nursing, Education, and Commerce. 40 of those interventions were completed, leading to 34 clients employed.</p>	<p>GDITE continues to support University programming where there is a strong link to labour market demand.</p>



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Demand Driven Skills Development and Partnership – Needs Assessment	In response to community requests for consultations, GDITE will complete needs assessment with all 12 Métis Nation – Saskatchewan regions. These assessments will be completed yearly and will help to build strong relationships with Métis communities.	Gabriel Dumont Institute completes yearly needs assessments in Saskatchewan’s Métis communities. These assessments, along with labour market information, are used to ensure a fair distribution of resources.	
Client Needs / Barriers Measures Disability	GDITE will continue to prioritize clients with disabilities in programming resulting in client interventions and employment results. GDITE will continue to partner with organizations such as Learning Disabilities Association of Saskatchewan, Saskatchewan Abilities Council and the Gary Tinker Federation.	GDITE sponsored 46 clients with identified disabilities in the 2015-16 year. These clients were provided with additional supports when required, such as tutors and learning aids.	
Client Needs / Barriers Measures Child Care	GDITE currently provides childcare benefits to eligible clients in the form of a cost re-imbusement. For many clients, the ability to find and secure quality childcare is a serious barrier to entering the labour market. GDITE continues to provide support for childcare expenses at an increasing cost to program budgets. If additional funding is available, GDITE will work towards provision of quality childcare for clients.	During the 2015-2016 fiscal year, GDITE reimbursed clients for \$277,546.94 for dependant care expenses.	
Demand Driven Skills Development and Partnership Trades Sector – Aboriginal Apprenticeship Project	GDITE applied for and was successful in accessing funding from Western Economic Diversification Canada’s Western Diversification Program for a new Aboriginal Apprenticeship Project. This new project targets the increased participation of Aboriginal people (including Métis) in all levels of apprenticeship related employment and includes an ASETS funded contribution under GDITE’s partnership program. The ASETS portion includes a wage subsidy for 50 Métis participants for 52 weeks up to \$21,840 per client, and is part of the “Trades	ASETS supported 19 clients during the 2015-16 year. GDITE reimbursed employers for \$158,234.27 in wages and leveraged \$292,109.89 in wages and MERCs from employer partners.	



Strategic Business Plan Links	Description of Supporting Activities	Column 1 Results / Progress Achieved (Please also include, where relevant, progress achieved for FNJF if applicable to your organization)	Column 2 Explanation – if applicable (Please include additional information to provide context)
	Sector” funded program activity.		
Demand Driven Skills Development and Partnership Employer Services	GDITE provides Aboriginal Awareness training for interested businesses, which includes activities that address racism in the workplace, and the employment engagement activities. Workshops and marketing materials will be improved based on Best Practices.	GDITE has a Best Practices and Work Plan for leveraging funds and developing and delivering employer services.	Additional funding for the Aboriginal Awareness project has not been secured through other departments.
Third Party			
Demand Driven Skills Development and Partnership Scholarships	GDITE creates opportunity for public and/or private investment and participation in Métis training and employment through a matching scholarship partnership program. These endowments will remain eligible program options. GDITE will use the scholarship partnership initiative to build capacity to match skill development with employer demand and obtain positive employment / career outcomes for clients.	70 Scholarships Awarded in 2015 worth \$51,800 to students: 12 SaskTel Métis Scholarships 6 Cameco-GDI Scholarships 52 Adult Basic Education Scholarships Total GDITE Contribution \$37,340	
Partnership Measures Heavy Equipment Truck & Transport Mechanic	In partnership with the Saskatchewan Ministry of Highways and Infrastructure, and GDITE, Dumont Technical Institute manages and delivers a Heavy Equipment Truck and Transport Mechanic (HETTM) program in Prince Albert. This skills trade continues to be in high demand and the GDITE will continue to support and strengthen this partnership. If demand is sufficient, HETTM programming will be expanded to Moose Jaw.	The Prince Albert program that ran January to June 2015 had 10 graduates out of 13 enrolled. The Moose Jaw program that ran June to November 2015 had 4 graduates of 4 enrolled. 10 students are enrolled in the January to June 2016 program in Prince Albert, and 8 are expected to graduate.	HETTM program was expanded to Moose Jaw in 2015, the 2016 program will be offered in October.
Partnership Measures Practical Nursing.	In partnership with GDITE, Dumont Technical Institute manages and delivers both first and second year Practical Nurse (LPN) programming in Saskatoon, Prince Albert,	Year 1 was offered in Regina from January to December 2015 and had 14 graduates out of 16 enrolled. Year 2 started in February 2016 in	14 seats are offered for each program. It is a 2-year diploma program - Year 1 is 11 months and Year 2 is 8 months long.



Strategic Business Plan Links	Description of Supporting Activities	Column 1 Results / Progress Achieved (Please also include, where relevant, progress achieved for FNJF if applicable to your organization)	Column 2 Explanation – if applicable (Please include additional information to provide context)
	and Regina. The demand for this skilled labour continues and GDITE will continue to support and strengthen this partnership.	<p>Regina with 14 enrolled that are expected to graduate in December 2016.</p> <p>Year 2 was offered in Prince Albert and Saskatoon from September 2014 to May 2015. The Prince Albert program graduated 12 students, and the Saskatoon program graduated 13.</p> <p>In Sept 2015, 16 were accepted into Saskatoon Year 1 and 14 were accepted into Prince Albert Year 1. Both programs will finish in August 2016.</p> <p>Year 2 will be offered in Saskatoon and Prince Albert beginning October 2016.</p>	
D. Partnership Development			
Partnership Measures HETTM & LPN	To build on the current partnership in Practical Nursing and Heavy Equipment Truck & Transport Mechanic programs, GDITE will seek to extend formal agreement with partnering organizations to ensure stability of relationship over the course of the agreement.	Training Service Agreements for the Practical Nursing and Heavy Equipment Truck & Transport programs were extended to 2021, with financial commitments being made on an annual basis.	
Partnership Measures ACCUPLACER	GDITE and Dumont Technical Institute have formed a joint ACCUPLACER committee. The committee is responsible for researching the ACCUPLACER assessment tool and the MyFoundationsLab online intervention solution and	ACCUPLACER is offered to GDITE clients, and an agreement for service delivery is being developed.	



Strategic Business Plan Links	Description of Supporting Activities	Column 1 Results / Progress Achieved (Please also include, where relevant, progress achieved for FNJF if applicable to your organization)	Column 2 Explanation – if applicable (Please include additional information to provide context)
	presenting recommendations on the potential adoption and use of the suite. GDITE clients may benefit as ACCUPLACER and MyFoundationsLab are accepted provincially to meet educational requirements in the apprenticeship trades, regional colleges and SaskPolytechnic.		
Partnership Measures All Partnerships	Opportunities exist to deepen and strengthen current partnerships. Partnerships need to be fostered are often started with a small joint venture (often a wage subsidy), and then build to a larger relationship.	The Saskatchewan Research Council Student Subsidy has grown into a larger partnership with the signing of an MOU for an Aboriginal Mentorship Program giving mentorship and summer employment to students in the Science, Technology, Engineering, and Mathematics disciplines.	
Partnership Measures Education Providers	Partnering with community-based education providers to bring training opportunities to Métis communities is a priority for GDITE. Partnerships will include a Memorandum of Understanding for program delivery with education providers such as Dumont Technical Institute and the Regional Colleges.	MOUs are being negotiated with Dumont Technical Institute for the provision of ACCUPLACER and GED testing to GDITE clients.	
Partnership Measures MOUs	GDITE understands the value of collaborating with other organizations to improve the training and employment services offered to Métis clients in Saskatchewan. Partnership development through a Memorandum of Understanding is vital to bringing special programs to Métis communities in the province.	An MOU with the University of Saskatchewan has been approved for the 2016-17 year for a mentorship and practicum employment for Office Education students.	



E. Report Against Targets for 2015-16

	Clients Served			Clients Employed / Self-Employed			Return to School	
	EI	CRF	FNJF	EI	CRF	FNJF	TOTAL (EI + CRF)	FNJF
TARGETS AS PER APPROVED AOP	226	454	N/A	103	205	N/A	185	N/A
RESULTS	218	431		115	198		185	



A. Annual Expenditure Plan - Table B

To assist with the reporting process, SC has pre-populated Table B for ASETS agreement holders. Please note that formulas are embedded in the Excel table. For ease of reference, this table was modelled after the AEP which includes EI, CRF, Child Care and FNJF funding streams.

See Table B attached.



B. Successes and Lessons Learned

To complete this section, please include information on successes you have achieved this past year in delivering ASETS, **including FNJF if applicable**, practices that have been undertaken that you have found to be particularly successful or lessons learned that would benefit others (use as much space as required). Please note that client success stories are to be reported in Part 7 (optional).

GDITE continues to see success in partnerships, not only to directly link client to employers, but to also create opportunities for clients to expand their skills and remove barriers to employment.

The partnership with Western Diversification Canada, Dumont Technical Institute, Saskatchewan Apprenticeship Trades Certification Commission, and Saskatchewan Ministry of Highways has surpassed all targets for the year, and has seen 33 Métis apprentices employed in Saskatchewan, 19 of those funded through ASETS. Leveraging funds from other partners to provide additional opportunities to Métis people has reduced the need for ASETS resources in the Trades sector, which has allowed for increased investment in other in-demand sectors.

The 2015-16 year has seen an increase in collaborative efforts between the different companies in the Gabriel Dumont Institute family. Dumont Technical Institute and GDITE have made efforts to work together to provide more training seats and opportunities to Métis clients. Agreements are being finalized to provide ACCUPLACER and GED testing services to GDITE clients. 4 GDITE clients have already access ACCUPLACER testing through partnership with DTI.

GDITE believes that great partnerships take time to nurture and grow. Many of our strongest partnerships started as small wage subsidies, and grew into much larger partnerships over the years. One such partnership is with the Saskatchewan Research Council (SRC), an organization that had its first Summer Student Subsidy with GDITE in 2015. This partnership has grown to give our Métis clients a great opportunity to advance in the Science, Technology, Engineering and Mathematics disciplines through an Aboriginal Mentorship Program including summer employment and year-round mentorship by SRC employees in the same discipline. The first group of participants will be chosen for the summer of 2016. This partnership is expected to continue growing, and may also expand to include a scholarship opportunity.

A product of the close relationship with the Saskatchewan Apprenticeship Trades Certification Commission (SATCC) has been increased cooperation with information sharing. Twice a year, SATCC updates us on the progress of registered apprentices who have agreed to have their information released to GDITE. This information sharing has given us the ability to anticipate when our apprenticeship clients will be called to training, allows us to more accurately track Y-card status, and gives us the ability to look at long-term trends in Métis apprenticeship.



C. Challenges and Support Required

To complete this section, please describe any challenges you may have experienced in delivering ASETS, **including FNJF if applicable**. This could include changes to your operating environment that may have affected your organization's ability to achieve objectives, or have changed the approach to the AOP and/or SBP. For example, have there been major economic changes in your area, political changes, or other factors that have had an impact on the way you do business? Please identify supports required from SC (i.e. assistance with partnerships, capacity building, etc.) to address these challenges (use as much space as required).

Some GDITE clients continue to experience significant delays – over 90 days – processing their Employment Insurance claims. These clients are at risk of discontinuing their interventions and GDITE often needs to issue emergency income support that risks putting the client in an overpayment situation. These issues were quick to solve when the Employment Insurance Liaison Enquiries Team was active in 2013-14, but the process is now very difficult with clients having to contact EI themselves during their breaks, which can often take weeks until they are lucky to get through the 1-800 number.

GDITE faced a new challenge in 2015, community evacuations due to the northern forest fires in June and July. The La Loche office was closed for the entire month of June and most of July due to an evacuation order in that community. The Ile-a-la-Cross office was also briefly closed due to evacuations. Notices were posted on office doors, and the office closures were announced on the Missinipi Broadcasting radio station. Staff members were displaced for the duration of the evacuations, though some counsellors stayed in the communities when possible, and a temporary office was opened in Buffalo Narrows to provide services.

New measures were in place this year that set aside funds to be released for additional Selection Committee meetings in the winter months, this was successful in ensuring that funds were available for programs starting in early 2016. However, funds designated for Selection Committees were exhausted by July due to the increasing costs of tuitions and childcare. GDITE does not receive additional funding for childcare, and continues to reimburse clients for this expense through regular programing dollars. Because of this, GDITE was unable to fund as many clients as in previous years.

The uncertainty of the future of ASETS, paired with the lengthy extension process, has been challenging for staff and clients. Many client interventions extend over fiscal years, and it is stressful for clients to not know if they will receive funding past March 31st. When extensions are finally received there is an abundance of paper work that needs to be completed to ensure that students who were approved for funding stay on the payroll and don't experience any disruptions. This past year there were, again, significant delays in receiving the Q3 advance due to an audit review that ESDC did not complete on time. The Q3 advance, which should be received in September, was not received until November, which caused GDITE to exhaust a line of credit in order to meet commitments and maintain operations. Even though it was an ESDC delay that forced GDITE into that financial position, the interest charges that occurred as a result of that delay were deemed to be ineligible.



PART 2: AUDITED FINANCIAL STATEMENTS

Pursuant to Schedule D, Clause 12(5) of the ASETS amending agreement for 2015-2016, Canada will require an audit containing the information outlined in Schedule D, Clause 12(1) for fiscal year 2015-2016. Costs incurred to comply with the audit requirements are considered eligible as outlined in the ASETS Guidelines on Eligible Expenditures. **These financial statements should be attached to the AR.**

Table C – The Partnership Profile

Column 1	Column 2	Column 3	Column 4	Column 5		Column 6		Column 7	Column 8
Project Description (include Project or Partnership title in Description)	Names of Organizations Involved	Type of Organization (Aboriginal Organization, Employer, Federal department or Agency, Provincial/Territorial Department or Agency, Local Government, Education/Training Institution, Community Service Organization, Union, ESD Service Provider, or Other)	Sector (Employer Organizations only)	Duration		Contribution		Results Achieved During the Reporting Period	Agreement Type (Memorandum of Understanding, Letter of Intent, Cooperative Agreement, Contribution Agreement of Contract)
				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
Biggar Recreation Valley Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Groundskeeper, earning \$10.20/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	Biggar Recreation Valley GDITE	Employer Aboriginal Organization	Natural resources, agriculture and related production occupations	2015-07	2015-09	\$4,166.62 \$3,685.20		1 Métis student gained valuable work experience	SSP Contract
Big River Golf Club Incorporated Student Subsidy: this partnership provided 3 Métis students with the opportunity to gain valuable work experience, 1 as a Golf Course Foreman/Maintenance and 2 as Club House Attendants, earning \$13.00/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Big River Golf Club Incorporated GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation, and sport	2015-05	2015-08	\$11,551.54 \$9,100.00		3 Métis students gained valuable work experience	SSP Contract

Column 1	Column 2	Column 3	Column 4	Column 5		Column 6		Column 7	Column 8
Project Description (include Project or Partnership title in Description)	Names of Organizations Involved	Type of Organization (Aboriginal Organization, Employer, Federal department or Agency, Provincial/Territorial Department or Agency, Local Government, Education/Training Institution, Community Service Organization, Union, ESD Service Provider, or Other)	Sector (Employer Organizations only)	Duration		Contribution		Results Achieved During the Reporting Period	Agreement Type (Memorandum of Understanding, Letter of Intent, Cooperative Agreement, Contribution Agreement of Contract)
				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
Big River Regional Park Student Subsidy: this partnership provided 1 Métis students with the opportunity to gain valuable work experience as Park Administration, earning \$12.00/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Big River Regional Park GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-06	2015-08	\$2,741.90 \$2,340.00		1 Métis student gained valuable work experience	SSP Contract
Buffalo Narrows Daycare Wage Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as Director, earning \$20.32/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Buffalo Narrows Daycare GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-04	2015-10	\$11,067.41 \$10,412.08		1 Métis student gained valuable work experience	WSP Contract
Buffalo Narrows Friendship Centre Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience, 1 as an Executive Assistant, and 1 as a Summer Programmer	Buffalo Narrows Friendship Centre GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-07	2015-08	\$3,494.88 \$2,504.20		2 Métis students gained valuable work experience	

Column 1	Column 2	Column 3	Column 4	Column 5		Column 6		Column 7	Column 8
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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
earning \$11.00/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.									
Buffalo Narrows Regional Housing Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience, 1 as Maintenance/Admin Asst, and 1 as a Maintenance worker earning \$13.00/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Buffalo Narrows Regional Housing GDITE	Employer Aboriginal Organization	Management occupations	2015-07	2015-08	\$3,304.25 \$2,781.33		2 Métis students gained valuable work experience	SSP Contract
Camponi Housing Corporation Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience, both as Maintenance Labourers, earning \$16.00/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's)	Camponi Housing Corporation GDITE	Employer Aboriginal Organization	Trades, transport and equipment operators and related occupations	2015-07	2015-08	\$5, 446.56 \$5, 446. 53		2 Métis students gained valuable work experience	SSP Contract

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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
throughout the period of employment.									
Canadian Mental Health Association Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Summer Recreational Coordinator, earning \$16.00/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	Canadian Mental Health Association GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-07	2015-08	\$2, 240.00 \$2, 839.98		1 Métis student gained valuable work experience	SSP Contract
Central Urban Métis Federation Inc. (CUMFI) Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience, 1 as Intervention, and 1 as an Admin. Asst, earning \$15.00/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Central Urban Métis Federation Inc. (CUMFI) GDITE	Employer Aboriginal Organization	Occupations in education, law and social, community and government services	2015-06	2015-08	\$8, 163.83 \$3,318.75		2 Métis students gained valuable work experience	SSP Contract
CIBN Radio Station Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work	CIBN Radio Station GDITE	Employer Aboriginal	Sales and service occupations	2015-05	2015-08	\$3, 240.70 \$3, 172. 57		2 Métis students gained valuable work experience	SSP Contract

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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
experience, 1 as a Cable Technician, and 1 as a DeeJay, earning \$10.20/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.		Organization							
City of Saskatoon Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience, both as MeTaWeTan leaders, earning \$16.60/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	City of Saskatoon GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-06	2015-08	\$5, 045.34 \$6, 404.54		2 Métis students gained valuable work experience	SSP Contract
Delicate Petals Wage Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as an Office Clerk Assistant, earning \$20.00/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of	Delicate Petals GDITE	Employer Aboriginal Organization	Business, finance and administrative occupations	2015-06	2015-12	\$9, 100.00 \$3, 676.02		1 Métis student gained valuable work experience	WSP Contract

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employment.									
ERIIA Métis Nation Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Summer Youth Worker Assistant, earning \$10.20/ hr. GDITE paid 100% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	ERIIA Métis Nation GDITE	Employer Aboriginal Organization	Business, finance and administrative occupations	2015-06	2015-09	\$4, 886.76		1 Métis student gained valuable work experience	SSP Contract
Fedler Electric Incorporated Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Labourer, earning \$12.00/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Fedler Electric Incorporated GDITE	Employer Aboriginal Organization	Trades, transport and equipment operators and related occupations	2015-07	2015-08	\$2, 741.90 \$705.00		1 Métis student gained valuable work experience	SSP Contract
Gabriel Housing Corporation Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain	Gabriel Housing Corporation	Employer Aboriginal	Business, finance and administrative	2015-06	2015-08	\$5, 022.08 \$2, 126.60		1 Métis student gained valuable work experience	SSP Contract

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valuable work experience as an Administrative Assistant, earning \$16.00/ hr. GDITE paid 35% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	GDITE	Organization	n occupations						
Greater Saskatoon Catholic Schools Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience, both as Summer Garden Program Coordinators, earning \$15.00/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Greater Saskatoon Catholic Schools GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-06	2015-08	\$6,382.69 \$5,427.13		2 Métis students gained valuable work experience	SSP Contract
Hudson Bay Golf Club Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as an Assistant Greens Keeper, earning \$10.20/ hr. GDITE paid 50% wages and 0% mandatory employment related costs	Hudson Bay Golf Club GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-07	2015-08	\$2,589.58 \$1,020.00		1 Métis student gained valuable work experience	SSP Contract

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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
(MERC's) throughout the period of employment.									
Hudson Bay Regional Park Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Park Attendant, earning \$10.20/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Hudson Bay Regional Park GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-06	2015-08	\$3, 107.49 \$2, 326.60		1 Métis student gained valuable work experience	SSP Contract
Ile a la Crosse Friendship Centre Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience, 1 as a Community Camp Coordinator, earning \$15.00/ hr.; and 1 as a Youth Programmer, earning \$11.00/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Ile a la Crosse Friendship Centre GDITE	Employer Aboriginal Organization	Sales and service occupations Occupations in art, culture, recreation and sport	2015-06	2015-08	\$6, 086.77 \$1, 911.25		2 Métis students gained valuable work experience	SSP Contract

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Ile a la Crosse Friendship Centre Wage Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as IT Personnel, earning \$19.00/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Ile a la Crosse Friendship Centre GDITE	Employer Aboriginal Organization	Business, finance and administrative occupations	2015-05	2015-10	\$10,973.96 \$6,270.00		1 Métis student gained valuable work experience	WSP Contract
Kapachee Training Centre Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Summer Student, earning \$10.20/ hr. GDITE paid 100% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	Kapachee Training Centre GDITE	Employer Aboriginal Organization	Business, finance and administrative occupations	2015-07	2015-08	\$2,544.50		1 Métis student gained valuable work experience	SSP Contract
La Loche Friendship Centre Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience, both as Recreation Workers,	La Loche Friendship Centre GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-07	2015-08	\$2,863.42 \$2,697.96		2 Métis students gained valuable work experience	SSP Contract

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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
earning \$10.30/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.									
Lil Izzy's Family Restaurant Wage Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Server, earning \$12.00/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Lil Izzy's Family Restaurant GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-07	2015-12	\$6, 195.46 \$3, 926.12		1 Métis student gained valuable work experience	WSP Contract
Mamawetan Health Region Student Subsidy: this partnership provided 3 Métis students with the opportunity to gain valuable work experience, 2 as Client Attendants, earning \$16.14/ hr; and 1 as a Continuing Care Assistant, earning \$21.20/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	Mamawetan Health Region GDITE	Employer Aboriginal Organization	Health occupations	2015-06	2015-08	\$9, 770.40 \$7, 262. 53		3 Métis students gained valuable work experience	SSP Contract

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Morin Lake Regional Park Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Maintenance Manager Assistant, earning \$15.00/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Morin Lake Regional Park GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-06	2015-08	\$3, 046.56 \$2, 400.00		1 Métis student gained valuable work experience	SSP Contract
Northern Hamlet of Turnor Lake Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience, both as Youth Workers, earning \$11.00/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Northern Hamlet of Turnor Lake GDITE	Employer Aboriginal Organization	Occupations in education, law and social, community and government services	2015-07	2015-08	\$1, 997.07 \$1,937. 22		2 Métis students gained valuable work experience	SSP Contract
Northern Hamlet of Turnor Lake Wage Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Youth	Northern Hamlet of Turnor Lake GDITE	Employer Aboriginal Organization	Occupations in education, law and social,	2015-09	2016-03	\$6, 785. 51 \$6, 761. 21		1 Métis student gained valuable work experience	WSP Contract

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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
Worker, earning \$11.50/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.			community and government services						
Northern Village of Beauval Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience, both as Playground Supervisors, earning \$10.20/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Northern Village of Beauval GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-06	2015-08	\$2, 856.00 \$1, 660.05		2 Métis students gained valuable work experience	SSP Contract
Northern Village of Cumberland House Wage Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Supervisor, earning \$10.20/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	Northern Village of Cumberland House GDITE	Employer Aboriginal Organization	Natural and applied sciences and related occupations	2015-05	2015-09	\$4, 080.00 \$3, 644.80			

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Northern Village of Green Lake Student Subsidy: this partnership provided 3 Métis students with the opportunity to gain valuable work experience, 1 as Maintenance; and 2 as Store Clerks, earning \$10.20/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Northern Village of Green Lake GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport			\$7,768.73		3 Métis students gained valuable work experience	SSP Contract
Northern Village of La Loche Student Subsidy: this partnership provided 4 Métis students with the opportunity to gain valuable work experience, 2 as Radio Announcers; and 2 as Casual Labourers, all earning \$11.50/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Northern Village of La Loche GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport Trades, transport and equipment operators and related occupations			\$4,175.70		4 Métis students gained valuable work experience	SSP Contract
				2015-06	2015-08	\$5,658.45			
				2015-07	2015-08	\$4,175.72			

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Northern Village of Pinehouse Wage Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a W&S Assistant, earning \$15.00/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Northern Village of Pinehouse GDITE	Employer Aboriginal Organization	Occupations in manufacturing and utilities	2015-05	2015-10	\$8, 850.66 \$8, 237.49		1 Métis student gained valuable work experience	WSP Contract
PA Indian and Métis Friendship Centre Student Subsidy: this partnership provided 4 Métis students with the opportunity to gain valuable work experience, 1 as a Summer Coordinator, earning \$16.50/ hr; and 2 as Summer Leaders earning \$15.50/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	PA Indian and Métis Friendship Centre GDITE	Employer Aboriginal Organization	Occupations in education, law and social, community and government services	2015-07	2015-08	\$15, 120.00 \$10, 736.91		4 Métis students gained valuable work experience	SSP Contract
PA Tourism and Marketing Bureau Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain	PA Tourism and Marketing Bureau	Employer Aboriginal	Occupations in art, culture, recreation	2015-06	2015-08	\$4, 874.50 \$2,400.00		1 Métis student gained valuable work experience	SSP Contract

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valuable work experience as a Visitor Services Information Counsellor, earning \$12.00/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	GDITE	Organization	and sport						
Parks Canada Student Subsidy: this partnership provided 4 Métis students with the opportunity to gain valuable work experience, 2 as Heritage Interpreters; and 2 as Asset (Maintenance), earning \$14.62/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	Parks Canada Agency	Employer	Occupations in art, culture, recreation and sport			\$18,640.50		4 Métis students gained valuable work experience	SSP Contract
	GDITE	Aboriginal Organization	Sales and service occupations	2015-05	2015-09	\$14,495.40			
Parks Canada Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as an Asset Assistant, earning \$14.62/ hr. GDITE paid 50% wages and 0% mandatory employment related costs	Parks Canada Agency	Employer	Sales and service occupations			\$6,681.11		1 Métis student gained valuable work experience	SSP Contract
	GDITE	Aboriginal Organization		2015-06	2015-08	\$2,631.60			

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(MERC's) throughout the period of employment.									
Parks Canada Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Visitor Experience Assistant, earning \$14.62/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Parks Canada Agency GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-05	2015-08	\$6,309.93 \$2,842.13		1 Métis student gained valuable work experience	SSP Contract
Pinehouse Business North Wage Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Mentor and Summer Program worker, earning \$15.00/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	Pinehouse Business North GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-07	2015-10	\$3,600.00 \$4,188.88		1 Métis student gained valuable work experience	WSP Contract
Playasol Clothing and Active Wear Student Subsidy: this partnership provided 1 Métis	Playasol Clothing and Active Wear	Employer	Sales and service	2015-06	2015-08	\$2,244.00		1 Métis student gained valuable	SSP Contract

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student with the opportunity to gain valuable work experience as a Retail Sales/Clerk, earning \$10.20/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	GDITE	Aboriginal Organization	occupations			\$1,239.35		work experience	
Prairie Branches Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Direct Support Professional, earning \$15.51/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	Prairie Branches Enterprises Inc. GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport			\$2,791.80		1 Métis student gained valuable work experience	
Prince Albert Police Service Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Bylaw Officer, earning \$16.50/ hr. GDITE paid 50% wages and 100% mandatory employment related costs	Prince Albert Police Service GDITE	Employer Aboriginal Organization	Occupations in education, law and social, community and			\$3,960.00		1 Métis student gained valuable work experience	
				2015-07	2015-08	\$3,194.25			SSP Contract

Column 1	Column 2	Column 3	Column 4	Column 5		Column 6		Column 7	Column 8
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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
(MERC's) throughout the period of employment.			government services						
Resort Village of Chitek Lake Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a General Labourer, earning \$10.50/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	Resort Village of Chitek Lake GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-06	2015-08	\$2,399.17 \$1,764.00		1 Métis student gained valuable work experience	SSP Contract
Sakitawak Development Corporation Student Subsidy: this partnership provided 2 Métis students with the opportunity to gain valuable work experience as Community Farm Workers, earning \$15.00/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Sakitawak Development Corporation GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-06	2015-09	\$12,254.76 \$7,596.05		2 Métis students gained valuable work experience	SSP Contract
Sakitawak Development Corporation Wage Subsidy: this partnership provided 1 Métis	Sakitawak Development	Employer	Sales and service	2015-06	2015-09	\$8,169.84		1 Métis student gained valuable	WSP Contract

Column 1	Column 2	Column 3	Column 4	Column 5		Column 6		Column 7	Column 8
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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
student with the opportunity to gain valuable work experience as a Community Farm Asst. Coordinator, earning \$18.00/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Corporation GDITE	Aboriginal Organization	occupations			\$5, 808.34		work experience	
Saskatchewan Research Council Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a STEM Summer Student, earning \$17.00/ hr. GDITE paid 50% wages and 50% mandatory employment related costs (MERC's) throughout the period of employment.	Saskatchewan Research Council GDITE	Employer Aboriginal Organization	Natural and applied sciences and related occupations			\$18, 518.30		1 Métis student gained valuable work experience	
SKS Gas Bar Student Subsidy: this partnership provided 2 Métis student with the opportunity to gain valuable work experience, 1 as a Gas Attendant/Stock Clerk; and 1 as a Cashier, both earning \$11.00/ hr. GDITE paid 50% wages and 0% mandatory	SKS Gas Bar GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-05	2015-08	\$6, 172.76		2 Métis students gained valuable working experience	SSP Contract
				2015-07	2015-08	\$3, 421.03			
						\$2, 216.50			

Column 1	Column 2	Column 3	Column 4	Column 5		Column 6		Column 7	Column 8
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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
employment related costs (MERC's) throughout the period of employment.									
The Pleasant Garden Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Greenhouse/Landscaper, earning \$14.00/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	The Pleasant Garden GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-07	2015-08	\$3,198.89 \$1,433.25		1 Métis student gained valuable work experience	SSP Contract
TLS Lawncare Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a TLS Labourer, earning \$15.00/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	TLS Lawncare GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-07	2015-08	\$6,093.12 \$1,306.88		1 Métis student gained valuable work experience	SSP Contract
Town of Hudson Bay Student Subsidy: this partnership provided 1 Métis student with	Town of Hudson Bay	Employer	Sales and service	2015-06	2015-08	\$3,278.10		1 Métis student gained valuable	SSP Contract

Column 1	Column 2	Column 3	Column 4	Column 5		Column 6		Column 7	Column 8
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the opportunity to gain valuable work experience as a Recreation Worker, earning \$10.76/ hr. GDITE paid 50% wages and 0% mandatory employment related costs (MERC's) throughout the period of employment.	GDITE	Aboriginal Organization	occupations			\$1,627.45		work experience	
Turtle Island Music Wage Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as an Administrative Assistant, earning \$15.00/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	Turtle Island Music GDITE	Employer Aboriginal Organization	Business, finance and administration occupations	2015-08	2016-01	\$4,950.00 \$4,638.33		1 Métis student gained valuable work experience	WSP Contract
Village of Cumberland House Student Subsidy: this partnership provided 4 Métis students with the opportunity to gain valuable work experience, all as Recreation Workers, earning \$10.50/ hr. GDITE paid 50% wages and 100% mandatory employment	Village of Cumberland House GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-06	2015-08	\$7,560.00 \$8,388.50		4 Métis students gained valuable work experience	SSP Contract

Column 1	Column 2	Column 3	Column 4	Column 5		Column 6		Column 7	Column 8
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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
related costs (MERC's) throughout the period of employment.									
Wapiti Regional Library Student Subsidy: this partnership provided 1 Métis student with the opportunity to gain valuable work experience as a Community Services Assistant, earning \$14.00/ hr. GDITE paid 50% wages and 100% mandatory employment related costs (MERC's) throughout the period of employment.	Wapiti Regional Library GDITE	Employer Aboriginal Organization	Occupations in art, culture, recreation and sport	2015-06	2015-08	\$4, 200.00 \$2, 636.34		1 Métis student gained valuable work experience	SSP Contract
Yewr-Way Confectionary Student Subsidy: this partnership provided 2 Métis student with the opportunity to gain valuable work experience, 1 as a Store Clerk/Cashier; and 1 as a Gasbar Attendant, both earning \$12.00/ hr. GDITE paid 50% wages and 75% mandatory employment related costs (MERC's) throughout the period of employment.	Yewr-Way Confectionary GDITE	Employer Aboriginal Organization	Sales and service occupations	2015-06	2015-07	\$2, 241.44 \$1, 622.70		2 Métis students gained valuable work experience	SSP Contract

Column 1	Column 2	Column 3	Column 4	Column 5		Column 6		Column 7	Column 8
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				Date Established YYYY-MM	Date Terminated YYYY-MM	Monetary	In-Kind (contribution of goods or services that can be given a cash value)		
Aboriginal Pre-employment HEO/Class 1A Program: GDITE provided \$40,950 to City of Saskatoon towards the delivery of this program for 3 Métis students. As well, GDITE provided student income supports to a maximum of \$5,440.	City of Saskatoon GDITE	Local Government Aboriginal Organization	Trades, Transport, and Equipment Operators	2015-04	2015-07	\$46,390		3 Métis students gained valuable training with the opportunity of employment with the City of Saskatoon	MOU
Gabriel Dumont Institute and GDITE have agreed to share a Community Ambassador at the shared Prince Albert location. This individual provides administrative support to GDITE clients, counsellors, and the regional manager.	Gabriel Dumont Institute of Native Studies GDITE	Aboriginal Organization Aboriginal Organization	Non-Profit	2015-04	2016-03	\$24,860.50 \$24,860.50		GDITE was able to reduce admin costs while continuing to provide superior client services.	MOU

PART 4: REPORT ON MINIMUM LEVELS OF SERVICE

Further to Section 4 of the ASETS Contribution Agreement, ASETS agreement holders are required to provide minimum levels of service to Aboriginal people who are not members of its eligible clientele.

The table below will be used in collecting data on the minimum levels of service provided to drop-in clients, as required in the Contribution Agreement (see Articles of Agreement, Section 4 and Schedule G, Section 5). These are services that do not incur a direct financial cost for your organization.

This section will also be used in compiling data on the minimum levels of service provided to individuals requiring a service needs assessment, as required in the Contribution Agreement.

A. Drop in Clients

Drop-in clients are individuals who:

- Access Labour Market Information such as job board for job searches; and,
- Use the computer/internet for job searches, resume writing, etc.

TOTAL	
The year-end total number of visits made by Aboriginal persons, who are not members of your eligible clientele, that accessed labour market information or used computers and internet to help them with their job searching is:	1642*

B. Service Needs Assessment

These are services that require time spent with a client but do not incur a direct financial cost for your organization.

TOTAL	
The year-end total number of visits made by Aboriginal persons, who are not members of your eligible clientele that were provided with service needs assessments is:	602*

* Records for GDITE northern offices (La Loche & Ile-a-la-Crosse) for the summer months are incomplete due to the forest fires and evacuations in those communities.



PART 6: SUCCESS STORIES (optional to complete)

This section is meant to provide an opportunity for agreement holders to share client(s) success stories. When describing individual success stories, please identify the barriers this individual has or is facing and then explain efforts or strategies undertaken in supporting this individual including information on the results to date. Please remember to clearly identify the link with ASETS or FNJF (e.g. how has the client's participation in the program helped him/her address their barriers, further his/her education, get a job, etc..

For purposes of privacy, ensure that you **use only the first name** of the client in your success story. If full name is provided, please include consent form(s) signed by client(s) along with your AR.

Alternative formats to communicate this information such as community reports, videos, voice recordings, written testimonials, news articles, etc., are welcomed. If you are providing information in an alternative format, please indicate this by checking this box:

Gabriel Dumont Institute (GDI) Issues a monthly magazine that highlights the successes of GDITE as well as other companies within the GDI family. “The Communicator” is sent to all GDI staff, communities, and posted to the www.gdins.org website. Copies of “The Communicator” for the 2015-16 ASETS fiscal year are attached as Appendix I.

Included, as Appendix II, is the 2016 “Métis Works” magazine that is published by the Métis National Council, which highlights GDITE client success stories for the 2015-16 year.