



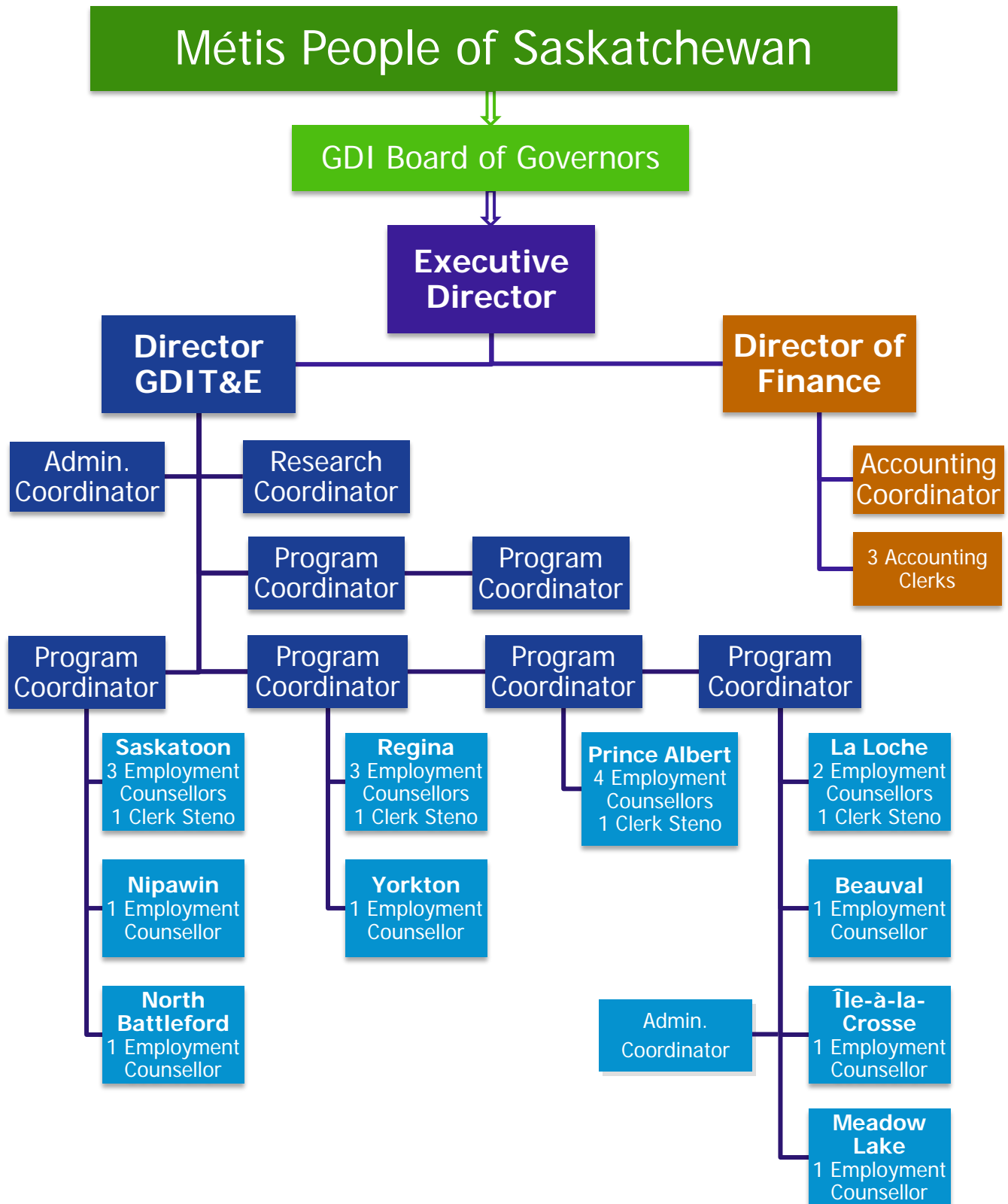
*Pride. Perseverance. Possibilities.*

**Gabriel Dumont Institute  
Training & Employment Inc.  
OPERATIONS REPORT  
2013 - 2014**

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## ORGANIZATIONAL CHART



## MESSAGE FROM THE DIRECTOR

Gabriel Dumont Institute Training and Employment Inc. (GDIT&E) has had another very successful year for both the Aboriginal Skills Employment and Training Strategy (ASETS) agreement and the completion of the Skills & Partnership Fund Aboriginal Apprenticeship Initiative. Prioritizing demand driven skills and partnership development, placing an emphasis on accountability and continued support to clients is ensuring Métis people's successful transition into Saskatchewan's labour market.

Skilled labour shortages are again being identified as a major challenge in the Saskatchewan labour market, especially in the health and trades sectors. Saskatchewan's unemployment rate was low during the 2013-2014 year, compounding the need for skilled labour, with many of Saskatchewan's youth opting for low-skill employment rather than pursuing skills training for in-demand careers. As this year's results show, the programs and partnerships that GDIT&E provides is producing high employment results for our clients and providing the Saskatchewan labour market with the skilled workers that are needed most.

The health sector has been identified as one area where these skilled labour shortages are prevalent. GDIT&E focuses on health careers, and through partnership with Dumont Technical Institute (DTI) has provided Practical Nurse training in Prince Albert, Saskatoon and Regina. Practical Nursing Preparation programs were delivered in Prince Albert and Saskatoon in 2013 and 25 students are expected to complete their first year in October 2014.

The trades sector has experienced ongoing shortages of skilled labour, and employment needs in many trades have increased in Saskatchewan. GDIT&E focuses on the trades sector through many partnerships, including a partnership with DTI and the Saskatchewan Ministry of Highways to provide Heavy Equipment Truck & Transport Mechanic pre-apprenticeship training to students in Prince Albert. GDIT&E's Skills & Partnership Fund (SPF) Aboriginal Apprenticeship Initiative also targeted trades, and has increased capacity within the organization to provide continued support to clients pursuing apprenticeship and journeyman status. The project concluded March 31, 2014 and surpassed its goal of 140 indentured apprentices.

GDIT&E continues to seek new initiatives that promote Métis involvement in the Saskatchewan labour market, and anticipate the continued success of Métis clients in the final year of the ASETS agreement. We are pleased to promote the overwhelming success of the ASETS and SPF agreements and look forward to announcing a new labour market development agreement for Saskatchewan's Métis in 2015.

Lisa Wilson, Director  
GDI Training & Employment

## OVERVIEW OF TRAINING & EMPLOYMENT

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

GDIT&E is part of GDI and has established service delivery sites in 10 communities across the province. Each service delivery site is staffed by Employment Counsellors who provide services to Métis clients in their home communities. GDIT&E staff members travel to outlying area communities to ensure that the entire Métis populace has reasonable access.

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

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

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

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

### Aboriginal Apprenticeship Initiative

Complementary to ASETS, GDIT&E also administered an Aboriginal Skills and Partnership Fund (SPF), in the form of an Aboriginal Apprenticeship Initiative. SPF is a demand-driven, partnership-based program that funds projects contributing to skills development and training for Aboriginal workers leading to long-term, meaningful employment. The Apprenticeship Initiative concluded on March 31, 2014, and surpassed its goal of indenturing 140 new Aboriginal Apprentices.

# ASETS PROGRAM DESCRIPTIONS

## Individual Sponsorship Program (ISP)

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

### Eligibility

- ∞ To receive GDIT&E funding under ISP, client eligibility is based upon the following:
- ∞ Be a Métis person;
- ∞ Be a minimum of 18 years of age or meet minimum requirements of chosen training program (clients 15-17 years of age may be considered for youth programming);
- ∞ Have barriers to employment that prevent you from securing long-term employment; and
- ∞ Be unemployed or underemployed and actively seeking employment.

### Application Process

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

### Selection Process

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

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

## Apprenticeship Subsidy Program (ASP)

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

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

### Eligibility

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

## Wage Subsidy Program (WSP)

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

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

### Eligibility

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

## Student Subsidy Program (SSP)

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

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

### Eligibility

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

## Immediate Employment Assistance Program

The Immediate Employment Assistance program aims to assist Métis clients who have an offer of employment, but require monetary assistance to start their job. For example, clients who require work boots or safety equipment, a bus ticket, gas money, etc. Clients who received Employment Transition allowance are not eligible for the Immediate Employment Assistance program.

### Eligibility

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

## Partnership Program

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



## SELECTION COMMITTEES

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

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

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

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

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

The following principles apply when composing the Selection Committees:

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

## ABORIGINAL APPRENTICESHIP INITIATIVE

In 2011, Gabriel Dumont Institute Training & Employment and Human Resources and Skills Development Canada signed an agreement under the federal Skills and Partnership Fund (SPF) for the Aboriginal Apprenticeship Initiative. SPF is a demand-driven, partnership-based program that funds projects contributing to skills training for Aboriginal workers leading to gainful employment. By January 2014, all project targets had been met or exceeded. Due partly to his success, the agreement was extended to March 31, 2014.

The Initiative was a partnership between GDIT&E, HRSDCS, Dumont Technical Institute, the Saskatchewan Ministry of Highways and Infrastructure, and the Saskatchewan Apprenticeship Trades Certification Commission. \$2.9 million was invested over three years to empower Aboriginal peoples to enter apprenticeship programs and gain employment in the growing trades sector in Saskatchewan, as well as to initiate and develop partnerships within industry.

GDIT&E shared the costs of apprentices' wages, benefits, and incidentals, while providing counselling and support to both the client and the employer through to journey person status. Employer partners offered a key link to the industry and hands-on training for clients as they progressed through the apprenticeship system. By the end, close to 300 clients had applied for consideration into the program and those who did not meet the requirements were provided advice and information on other training interventions that would lead them to apprenticeship opportunities.

### Initiative Success

The Aboriginal Apprenticeship Initiative was a huge success, having met all targets and exceeding many expectations.

- ∞ 157 Aboriginal Apprentices became registered in apprenticeship programs across Saskatchewan and are expected to secure long term employment, the target was 140.
- ∞ Over 260 employer partnerships across 17 different trades were created, the target was 60.
- ∞ 81 clients were registered in year 2 apprenticeship or higher, the target was 60.
- ∞ 220 individuals were placed with employers during the Initiative, leading to a 13% increase in Aboriginal Apprenticeship in Saskatchewan, and about 2% increase in the total number of apprentices in Saskatchewan.
- ∞ Capacity was developed within GDIT&E to engage and attract clients interested in the apprenticeship system, as well as engage local businesses in partnerships.

More than just the success of the agreement, the Aboriginal Apprenticeship Initiative has many individual success stories – Aboriginal people whose lives have been changed, who are on track to becoming certified journeypersons, as well as hopes and dreams for a better future. One such story is included at the end of this report, and more are available at: <http://gdins.org/programs-and-cources/success-stories/>

## PARTNERSHIPS

Gabriel Dumont Institute Training & Employment (GDIT&E) has a long history of partnerships and continues to have strong relationships with industry, training institutions, and other service providers. Significant capacity towards employer and industry partnerships was expanded during the three-year Aboriginal Apprenticeship Initiative which concluded March 31, 2014. Over 150 unique employers partnered with GDIT&E to provide apprenticeship placements for clients.

GDIT&E continues to have strong relationships with partnering organizations such as Service Canada, Dumont Technical Institute (DTI), the Saskatchewan Ministry of Highways and Infrastructure, Canada-Saskatchewan Career and Employment Service, the Saskatchewan Apprenticeship Trades Certification Commission, Saskatchewan Institute of Applied Science and Technology, Saskatchewan Indian Institute of Technologies and the Universities of Saskatchewan and Regina.

106 Métis clients were placed with employer partners during the 2013-2014 fiscal year through GDIT&E employment based programming (Student Subsidy Program, Wage Subsidy Program, and Apprenticeship Subsidy Program) and ASETS sponsored Aboriginal Apprenticeship Initiative interventions. GDIT&E partnered with 49 employers through the Student Subsidy and Wage Subsidy Programs to provide employment to 53 clients during the 2013-2014 year.

Memorandums of Understanding (MOUs) were also a significant source of partnership activities. MOUs were signed with the City of Saskatoon, the Gary Tinker Federation for the Disabled, DTI, and the Saskatoon Health Region.

The partnerships with the City of Saskatoon included the Aboriginal Pre-employment Heavy Equipment Operator/Class 1A Program and the Atoske program. In partnership with the Gary Tinker Federation, GDIT&E assisted five Métis individuals with disabilities to gain work experience and employability skills through employment as Park Rangers. A partnership with DTI provided a Learner's License Program in La Loche, and the "Step into Health Careers" program was successfully completed in partnership with the Saskatoon Health Region – the eight successful intake of that program.

Partnerships with DTI provide Practical Nurse training in Prince Albert, Saskatoon, and Regina, as well as Heavy Equipment Truck & Transport Mechanic (HETTM) pre-apprenticeship training in Prince Albert. Four Practical Nursing courses were offered in the 2013-2014 fiscal year by DTI, and the HETTM training course saw eight students complete the program in June, 2014. The next HETTM program will run from January to June 2015, with a possible partnerships expansion to southern Saskatchewan for 2015.

## SCHOLARSHIPS

In 2008, The Gabriel Dumont Institute Training & Employment Scholarship Fund (GDIT&E Scholarship Fund) was established to support and encourage Saskatchewan Métis people in labour market related training and transition. The Fund is based on an initial investment of \$1.3 million established under the Aboriginal Human Resources Development Agreement (AHRDA). Interest accrued on the initial investment is allocated as scholarships and is available for eligible applicants.

The GDIT&E endowment is administered by the Gabriel Dumont Scholarship Foundation (GDSF) which was established as a charitable trust in 1986 to administer the Institute's scholarship funds. Award decisions are made by the Scholarship Trustee and Selection Committee, which is comprised of five members; three members are selected from within the Institute while two members are external appointees from the Métis community.

Funds are used to lever agreements with business, industry, crown corporations, individuals, and others to develop targeted scholarship and/or bursary initiatives/programs. Partnerships include matching scholarship contributions, as well as career mentorship and summer employment opportunities for scholarship recipients. The scholarship partnerships benefit employers by identifying high calibre Métis students studying in a relevant field and Métis students benefit by the availability of a new Métis specific scholarship fund. The GDIT&E model is the only example in Canada of a Métis-administered scholarship trust.

### GDI-Saskatoon Health Region Scholarship



The GDI-Saskatoon Health Region Scholarship award was established in October, 2011 as a four-year pilot project to be reviewed at the end of those four years. The awards are between \$1,000 and \$2,000 with a total disbursement of \$17,000 per year.

GDIT&E has partnered with the Saskatoon Health Region (SHR) to jointly provide scholarships to Métis students in a pursuit of post-secondary education leading to health careers in the following fields:

- ∞ Hard to recruit areas (SHR website);
- ∞ Management;
- ∞ Therapies;
- ∞ Science and Technology;
- ∞ Nursing, Social and Community;
- ∞ Applicants interested working in SHR rural communities.

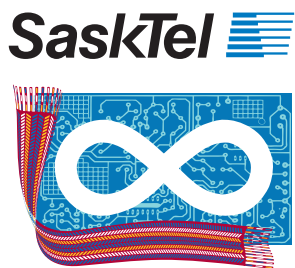
## GDIT Training & Employment Scholarship



The GDIT&E Scholarship began in May, 2010. The purpose of the GDIT&E Scholarship program is to recognize leadership, academic achievement, financial need, and community involvement of Métis students pursuing Adult Basic Education level 3 or 4 accreditation.

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

## SaskTel Métis Scholarship

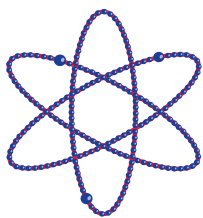


The SaskTel Métis Scholarship is funded by an annual donation of \$9,000 by SaskTel and matched by GDIT&E Scholarship Fund. The scholarship was renewed in 2012 for three more years. Eight awards of \$2,000 (or other disbursement as agreed to by the Selection Committee) will be available annually commencing in May, 2012.

The SaskTel Métis Scholarship is open to full-time, Métis students who demonstrate leadership, academic achievement, financial need, and community involvement while 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.

## GDI/Cameco Scholarship



GDI and Cameco have partnered to jointly provide scholarships to encourage Métis students to pursue post-secondary education and accreditation.

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, including:

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

## 2013-2014 ASETS RESULTS

Gabriel Dumont Institute Training & Employment (GDIT&E) reported its 2013-2014 results to Service Canada in June, 2014. Overall, the year was very successful for both ASETS and SPF programming, partnership building, and client recruitment.

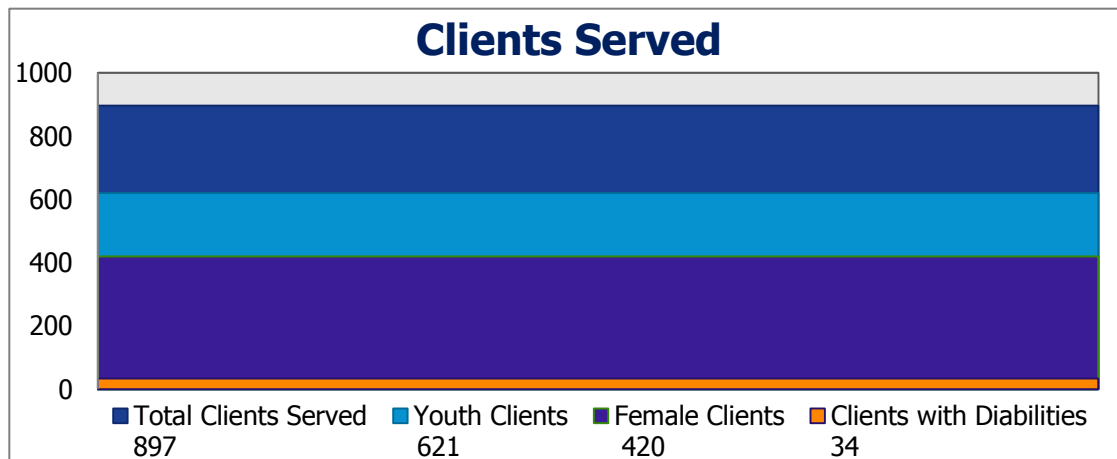
GDIT&E staff members attend many trade shows and career fairs across the province every year and during the past fiscal year attendance at these types of events increased significantly. Events at local high schools, colleges, universities and conference venues were attended including: the U of S Career Expo, Contact Conference, Inclusion Works '13, IANE Career Fair – La Ronge, U of R Career Day, Try-a-Trade, National Aboriginal Day, and dozens of high school career fairs.

To better attract clients and potential partners, trade show displays kits were developed for use across the province, giving GDIT&E a clear and consistent presence at events. Another major success was the revamping of the [www.gdins.org](http://www.gdins.org) website, which hosts all of GDIT&E's web information. This was a large undertaking that involved Website Committee members from all arms of Gabriel Dumont Institute.

### Clients Served

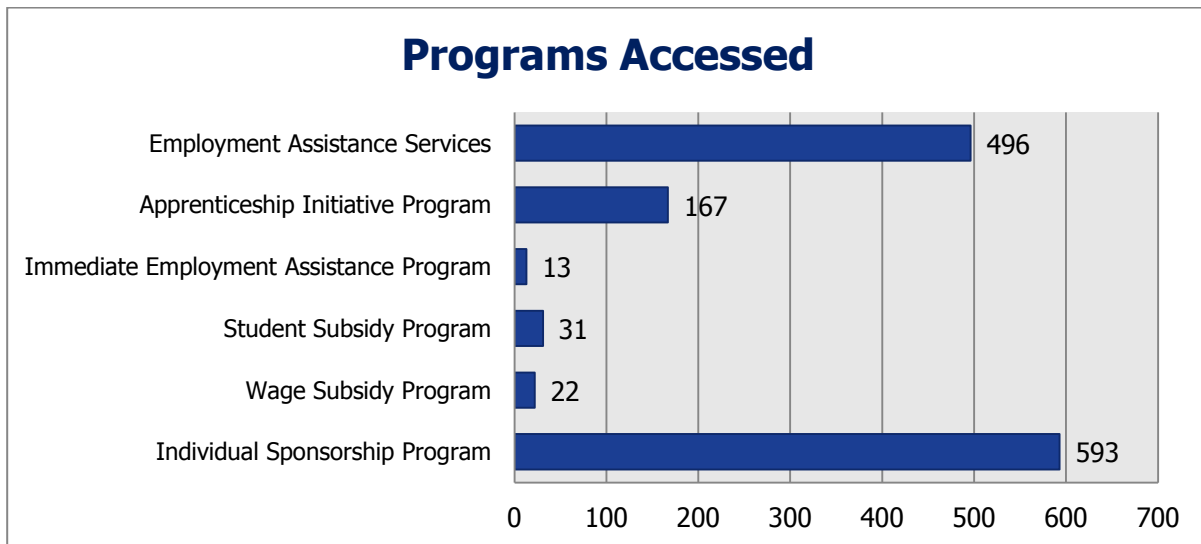
During the 2013-2014 fiscal year, GDIT&E created an implementation plan for greater use of the KETO Client Management System to capture the interventions and results of clients. Ensuring that all clients are recorded in the KETO system has offered more accurate and timely results and has provided more information on clients who discontinued, or otherwise did not complete, their interventions.

During the past year GDIT&E provided sponsored programming to 897 clients. Programming includes the Individual Sponsorship Program, GDIT&E's Employment Based Programming, the Immediate Employment Assistance Program and the Aboriginal Apprenticeship Initiative. Almost 70% of GDIT&E's clients were classified as Youth (Age 16-29) and 46% were Female. GDIT&E continues to prioritize supporting clients with disabilities in programming and 34 interventions have involved clients with self-declared disabilities this year, the increase is attributed counsellor awareness and partnership with the Gary Tinker Federation for the Disabled.

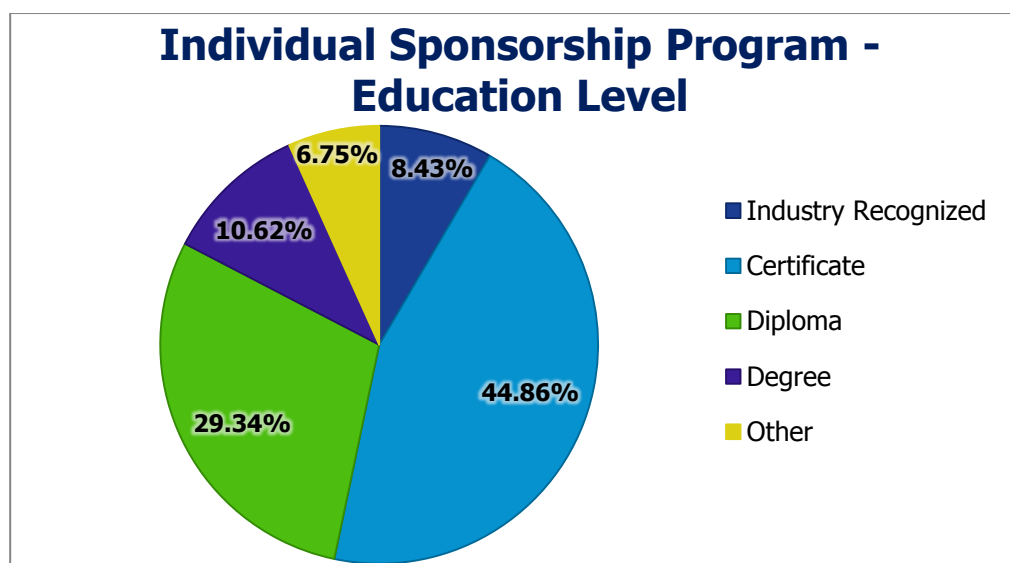


## Programming Accessed

Employment based programming has greatly increased with the Aboriginal Apprenticeship Initiative, to include 28% of all sponsored program interventions, up from around 10% prior to the Initiative. Also, the increase in client data collection due partially to the KETO implementation has hinted to the amount of Employment Assistance Services (EAS) that are offered annually. While the EAS total is estimated to include at most 50% of the actual yearly total, GDIT&E is confident that the new reporting measures will result in an accurate total for the 2014-2015 year. These totals do not include the over 1000 walk-in clients who access Assisted Self-Service resources province wide.



The Individual Sponsorship Program (ISP) accounts for a large majority of GDIT&E client interventions. This past year experienced a decline in Degree level interventions, only 63 of the 593 ISP interventions were at the Degree level, while Certificate level interventions have increased from 35% of ISP interventions in 2012-2013 to nearly 45% of all ISP interventions.

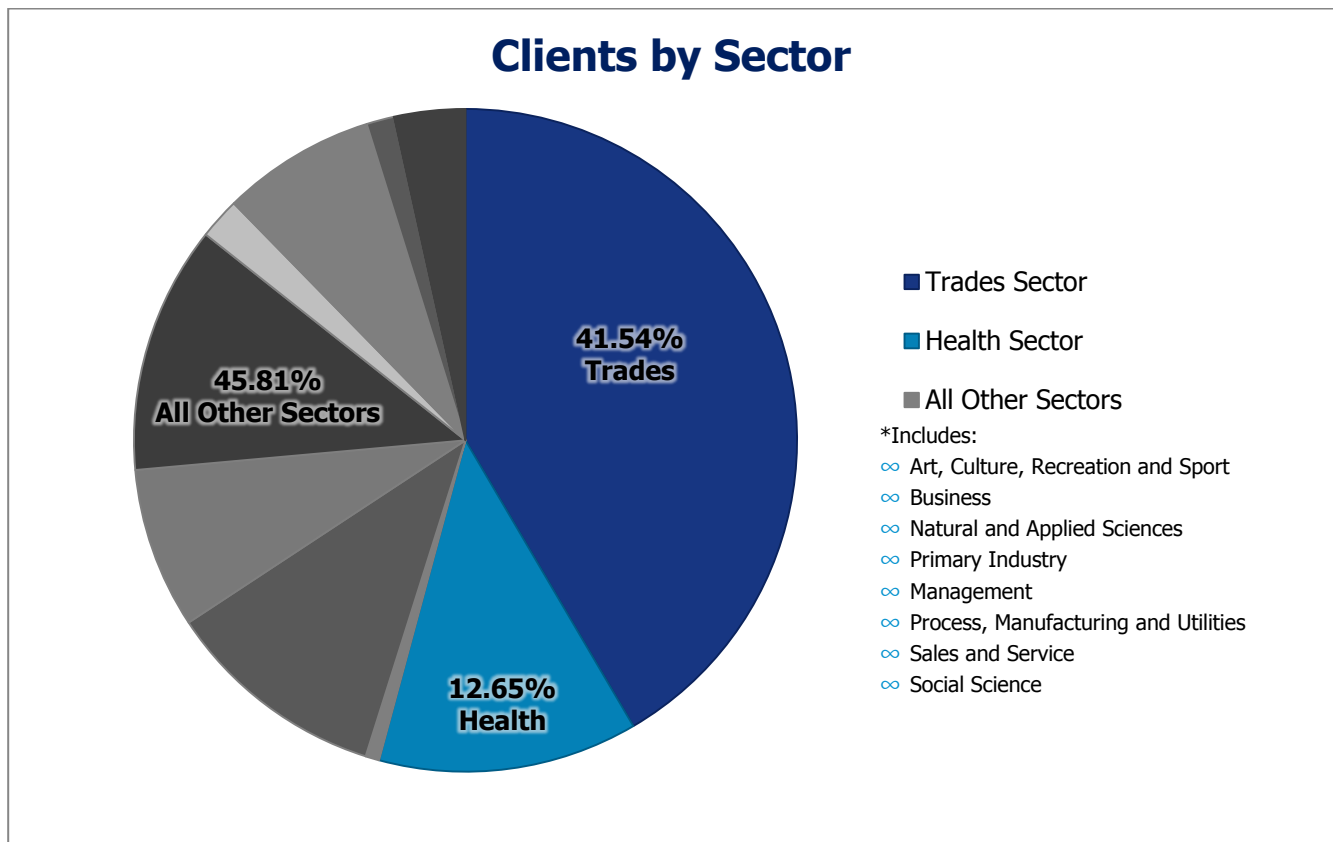




## Sector Targets

The Trades Sector continues to grow with skilled tradespeople in high demand in Saskatchewan. GDIT&E has seen sharp increases in client demand for trades related interventions, from 18% of interventions in 2011-2012 to over 40% this past year. Much of this growth is attributed to the overwhelming success of the Aboriginal Apprenticeship Initiative and the internal capacity built through the project. However, without taking into account the 167 participants in the Aboriginal Apprenticeship Initiative, trades related interventions are up by 4% this year with a significant increase in client interventions for apprenticeship related technical training.

The Health Sector has not seen the same growth as the Trades Sector, but the number of client interventions has remained stable – 113 Health interventions this year and 112 Health interventions in 2012-2013. This change has led to a drop in the percentage of Health Sector interventions from 20% to 12.65% of total interventions; however the client success rate in the Health Sector has remained the highest, with only one client not finding employment or returning to education after completing their training intervention.



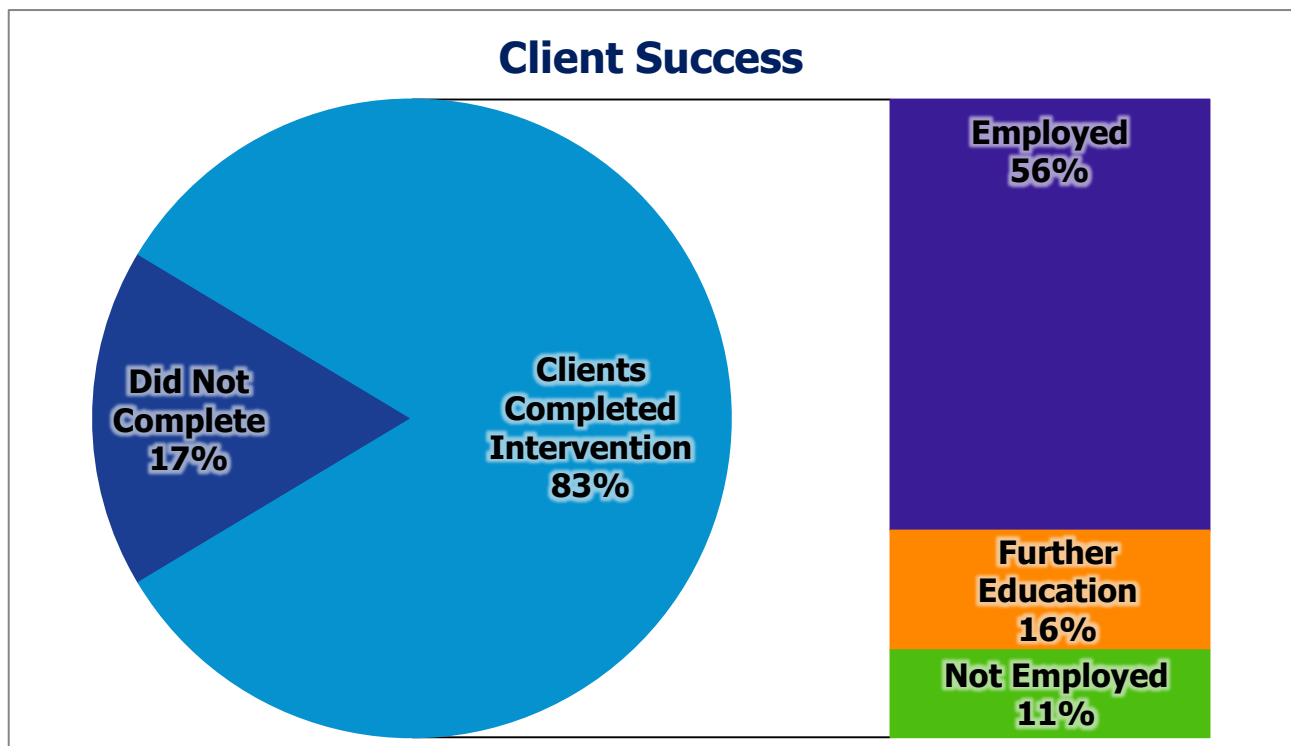


## Client Results

Over the past year a plan was implemented to improve client services through the integration of the KETO client management system into daily activities. The KETO system is now used as a daily counselling and case file management tool which allows Employment Counsellors to provide better service to clients. This change has also produced a significant increase in client data available, especially regarding clients who terminated their training. A large majority of clients who did not completed their training intervention were either unable to be located, or indicated they were returning to employment.

The number of client who completed their training interventions rose to 740 in 2013-2014, compared to 517 last year. Clients continue to display high rates of success transitioning from training to long-term employment which is seen from the increase in clients securing employment from 54% (279 clients) last year, to 56% (500 clients). Fewer clients were referred to further education this year (139 clients) which is partially attributed to the large increase in trades sector clients where multi-year training programs are rare.

While 11% (101 clients) of clients were unable to secure full-time employment within six months of completing their training interventions, clients in the health sector experienced extremely high success rates in finding employment – 85 out of 86 clients who completed their interventions either found employment or were returning to school.



## SUCCESS STORY – VALINE GAUDET



**“GDI set me up for life.”**

Life was not always easy for Valine Gaudet, a second-year electrician student at SIAST, but the Gabriel Dumont Institute helped turn things around for her.

**“[GDI's] support is immeasurable.”**

Valine participated in the Aboriginal Apprenticeship Initiative offered by Gabriel Dumont Institute Training & Employment. She worked with her Employment Counsellor to an Electrical Apprenticeship position that was the right fit for her. One of GDI's local employer partners hired Valine, mentored and indentured her into the Electrical trade.

She knew before she talked to anyone at GDI what she wanted to do, but she didn't know where to start. She says all of her needs were met quickly and efficiently. Financially, GDI created a smooth transition from employment to post-secondary apprenticeship training, and back to employment.

“Moving from a past of low self-esteem and poverty, working with GDI has allowed me to make an easy transition to becoming self-reliant and positive,” she said.

Before she had ever heard of GDI, the signs outside the institute piqued her interest. When she entered the building, she says she was greeted with smiles and encouragement.

She credits hard work and dedication as the secret to her success. In school, she's learning mathematics, how to read blue prints, and the importance of the code book. “Safety and code come hand in hand,” she said. “Safety is everyone's responsibility.”

She thrives with the hands on work of being an electrician, and she plans to one day become a journeyman and start her own company.

## SUCCESS STORY – MAGGIE HODGSON



**“GDI has a very good reputation in the Saskatoon Health Region’s eyes.”**

Maggie Hodgson feels the small class setting and the supportive, family-like atmosphere played a huge part in her success at Gabriel Dumont Institute.

Originally from Île-à-la-Crosse, Maggie Hodgson moved to Saskatoon in 2003 to take SIAST's Chemical Technology program with the hopes of returning to her northern community and securing employment.

However, “life happened,” and Maggie found the opportunity to take GDI’s pre-employment program with the Saskatoon Health Region. Maggie was successful in completing a program and was hired part-time with the Saskatoon Health Region as a sterile processing and distribution technician.

Even though Maggie was busy with her three young children, their activities, and working full time, she still wanted to do more with her life. Maggie saw an advertisement for the GDI Practical Nursing program, and knew that was her next step. She secured financial assistance for her training through GDIT&E’s Individual Sponsorship Program.

“It wasn’t easy, but with great perseverance and struggle I managed to graduate from the nursing program with honors,” she said. “There were many times I wanted to give up but with the support of the instructors, class mates, and GDI staff, I was able to reach my goal.”

Maggie graduated from the nursing program in the spring of 2013, and now works for the Saskatoon Health Region at St. Paul’s Hospital in Saskatoon.

## SERVICE DELIVERY LOCATIONS

### La Loche

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

### Île-à-la-Crosse

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

### Beauval

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

### Nipawin

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

### Meadow Lake

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

### North Battleford

Northlands Regional College  
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