



Progress and Final Report

Project Information Overview

RECIPIENT : Gabriel Dumont Institute Training and Employment Inc.

PROJECT # : 000012983

PROGRAM : Western Diversification Program (WDZ)

PROJECT CONTACT : McCaffrey, Geordy

SHARED COST COMMENCEMENT DATE:
October 01, 2014

PHONE # : (306)657-2231

COMPLETION DATE : March 31, 2018

FINAL CLIENT REPORTING DATE : March 31, 2018

PROJECT OFFICER : Ginette LeBel, (306)241-6488

PAYMENT OFFICER : Ginette LeBel, (306)241-6488

PROJECT DESCRIPTION : Support Aboriginal skills training and apprenticeship in Saskatchewan

Timeline of Project Activity (Update to September 1, 2017)

<u>Activity</u>	<u>Timeline Expected</u>	<u>Current Estimated</u>
a) Hire staff, recruit participants, (placing some with existing employer partners)	2014-11-15	Completed: We hired staff for three full time positions. Recruited 407 participants.
b) Match participants with new employer partners and indenturing begins	2015-01-15	Completed: 407 participants placed with employers (for 606 positions). 175 participants indentured with Saskatchewan Apprenticeship and Trades Certification Commission.
c) Cohort 1 begins - 25 participants (classroom training, workplace readiness, individual case management)	2015-04-30	22 successful completions.
d) Cohort 2 begins - 25 participants (classroom training, workplace readiness, individual case management)	2016-04-30	18 successful completions. A third cohort led to 12 completions.
e) Coordinators report & Labour Market Update completed	2017-03-31	Yes.
f) Six (of six) Partnership (Agreement Management) meetings completed	2017-12-31	Five.
g) Final report completed	2017-12-31	Yes. This is final report.



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Please provide any relevant comments on issues related to variances in the progress of the project against the milestones stated on your Agreement:

a)

The Gabriel Dumont Institute (GDI) Aboriginal Apprenticeship Project (2014-2017) has met and surpassed all the milestones stated in the Agreement. A number of factors could be attributed to this including mutually beneficial partnerships with the industry (employer partners) across Saskatchewan, several years of experience offering apprenticeship programs for Indigenous participants, together with continuity among our employment counselors many of whom have been with the organization for at least five years. Each participant file is handled by an employment counselor. Further, at the conclusion of the federal Skills and Partnership Fund GDI Aboriginal Apprenticeship Initiative (2011-2014), GDI commissioned an external review of the Initiative.¹ Recommendations of the review were implemented and have been very useful in helping the Institute meet its Aboriginal Apprenticeship Project (2014-2017) targets.

Further, to enable potential participants without qualifications to enter the Aboriginal Apprenticeship Project (2014-2017), GDI Training & Employment committed to offering a trades-focused General Educational Development (GED, a high school equivalency diploma, to two cohorts for a total of 50 participants – as stated in the funding Agreement (Schedule E) with the Western Economic Diversification Canada. At the conclusion of the second cohort of training, the number of total completions was 40 (or 80% of the target). A third cohort of trades-focused GED training was offered in Pinehouse, Sask. Twelve participants successfully completed the third cohort for a total completion of 52 (or 104% of the target). Dumont Technical Institute, Pinehouse Business North, and the Government of Saskatchewan, through the Provincial Training Allowance, funded the program in Pinehouse.

¹ Doug Elliot, Wayne McElree and Bonnie Durnford, 2014, A Review of The Gabriel Dumont Institute Aboriginal Apprenticeship Initiative <https://gdins.org/me/uploads/2014/03/DougElliotReportSPF-Feb2015.pdf>



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Other Sources of Funding for this Project

<u>Sources (Government & Non-Government)</u>	<u>Amount Committed</u>	<u>Received to Date</u>
DTI (Dumont Technical Institute)	\$292,000	\$297,936.62
Employer Partners (Participant Wages)	\$4,166,018	\$5,699,367.21
GDIT&E (Proponent and DTI)	\$1,084,500	\$2,045,094.06
Saskatchewan Ministry of Highways and Infrastructure	\$8,964	\$2,500.00
SATCC	\$299,464	\$516,598.00

Please record the amount of funding received to date from each source and comment on any changes to the sources of funding above, or new sources of funding for this project:

Cashflow

<u>Fiscal Year</u>	<u>WD Assistance</u>
2014/2015	212,347
2015/2016	1,303,546
2016/2017	1,612,397
Total Cashflow	3,128,290

Please comment on any significant variances in project costs as described in Attachment "A" of your Agreement. Please contact the Western Diversification Payment Officer (as described on page 1) if you anticipate any variance in the Cashflow requirements for your project:



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Performance Indicators

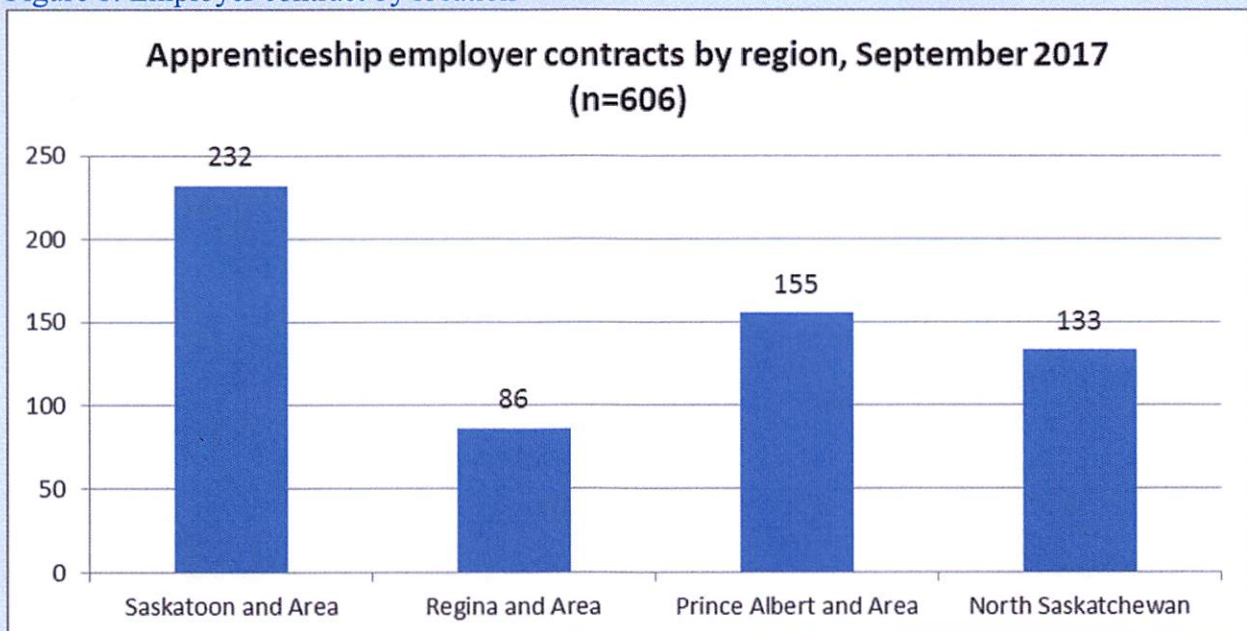
					Cumulative Progress to Date *September 1, 2017
					Outcome
a)	SME employment growth	0	2014-09-30	150 New apprenticeship jobs filled in Saskatchewan	2017-06-30 407
b)	# of skilled workers retained as a result of the training or skills certification	0	2014-09-30	100 Participants indentured as apprentices with the Saskatchewan Apprenticeship and Trades Certification Commission (SATCC)	2017-06-30 175
c)	# of participants completing skills certification	0	2014-09-30	50 Indentured complete one term of technical training	2017-06-30 162

* Please record the cumulative progress to the end of this reporting period against each project indicator above (See example in Instructions for more details).

Please provide comments on any issues related to Performance Indicators or unexpected results realized through project activities:

- a) Apprenticeship programs are employer driven in that a participant has to be placed with an employer. Thus, partnerships with employers are a core part of GDI apprenticeship programming. As of September 1, 2017, GDI Training & Employment had signed a total of 606 contracts with employers for 606 employment positions across Saskatchewan as shown in Figure 1 and Figure 2 below.

Figure 1: Employer contract by location





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Employers in Saskatoon and Area, including North Battleford, signed 232 contracts with GDI Training & Employment to offer jobs for 232 positions. This accounted for 38% of the total contracts signed and could be attributed to the economic strength of the region. This was followed by Prince Albert and Area with 155 (26%) contracts), the North with 133 (22%), and Regina and Area, including Yorkton, with 86 (14%). It was surprising that in terms of the contracts signed with employers, the North did much better than Regina and Area despite the recent forest fires and closure of mines in northern Saskatchewan.²

Figure 2: Employer contracts by trade



² Saskatoon StarPhoenix (April 21, 2016), 500 jobs cut as Cameco closes Rabbit Lake uranium mine
<http://thestarphoenix.com/business/local-business/cameco-to-shutter-rabbit-lake-ur-u-s-operations-at-cost-of-585-jobs>



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As of September 1, 2017, the GDI Aboriginal Apprenticeship Project has created a total of 407 new trades-related jobs for our Aboriginal participants across Saskatchewan. The 407 refers to unique participants who were placed with employers – in 606 positions. Note that, some participants were placed with employers, got laid off, and later got another employment placement with the same or different employer. In that case, one participant was involved in two positions. As well, some employment contracts were closed after remaining unfilled for a given period. This helps explain the variance between 606 employment contracts and 407 unique individuals who were employed.

The 407 Indigenous participants who got jobs represent 271% of the project's goal of 150 new apprenticeship jobs. We attribute this unexpected outcome to a number of factors. As mentioned above, prior to the current Western Diversification Canada-funded GDI Aboriginal Apprenticeship Project (2014-2017), we ran a three-year federal Skills and Partnership Fund GDI Aboriginal Apprenticeship Initiative (2011-2014). This enabled us to establish relationships with employers across Saskatchewan and for our staff, including employment counsellors who work with the participants, to develop specific apprenticeship-related knowledge and skills that have been useful.

Second, the 2011-2014 initiative included specific employment counsellors who developed capacity as apprenticeship experts. As well, the GDI Aboriginal Apprenticeship Project (2014-2017) involved capacity development and targets for all Gabriel Dumont Institute employment counsellors across the province. Moreover, the GDI Board of Governors approved an independently funded internal campaign designed to drive the results for employed, indentured, and negotiated contracts with employer partners. These incentive campaigns proved very effective in getting the desired results.

Other than employer partners, GDI Training & Employment has had project partners in the GDI Aboriginal Apprenticeship Project including the Saskatchewan Ministry of Highways and Infrastructure, Dumont Technical Institute, Saskatchewan Apprenticeship and Trade Certification Commission, and Western Diversification Canada. Representatives of these organizations hold meetings with GDI Training & Employment twice a year over the past three years to review the progress made in the apprenticeship program. Feedback and recommendations from these meetings have been very useful towards the success of the project.

Of the 407 Aboriginal participants who have been placed with employers, 47 (or 12%) are women and 360 (88%) are men as shown in Figure 3. By comparison, there were 9,437 registered apprentices in Saskatchewan in 2015-2016, 9.3% (or 879) of whom were women.³

Further, while women are underrepresented in the Saskatchewan apprenticeship system, they make up even a smaller proportion of apprentices who are registered in Traditionally Male Trades.⁴ For example, in 2015-2016 (the latest figures available), just 5.0% (or 464) of the 9,437 registered apprentices in the province were women in the Traditionally Male Trades. Although the proportion of the GDI Aboriginal Apprenticeship Project participants who are women in the Traditionally Male Trades was relatively low at 9.6% (or 39 women out of a total of 407 participants), GDI fared better than the Saskatchewan average at 9.6% versus 5.0% respectively.

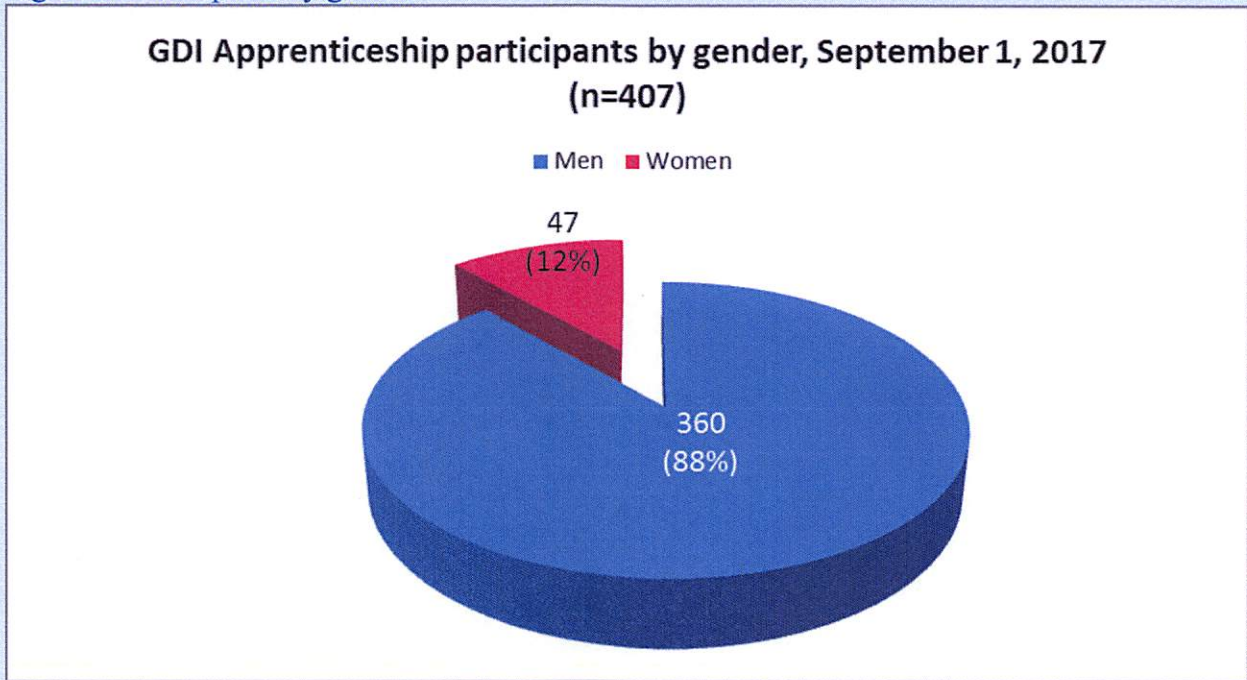
³ Saskatchewan Apprenticeship and Trades Certification Commission, Annual Report 2015-2016. Retrieved June 30, 2017 from <http://saskapprenticeship.ca/resources/plans-research-reports/annual-report/>

⁴ Saskatchewan Apprenticeship and Trades Certification Commission definition and list of Traditionally Male Trades is available at <https://saskapprenticeship.ca/women-in-technology-and-trades-mentorship-program/>



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Figure 3: Participants by gender

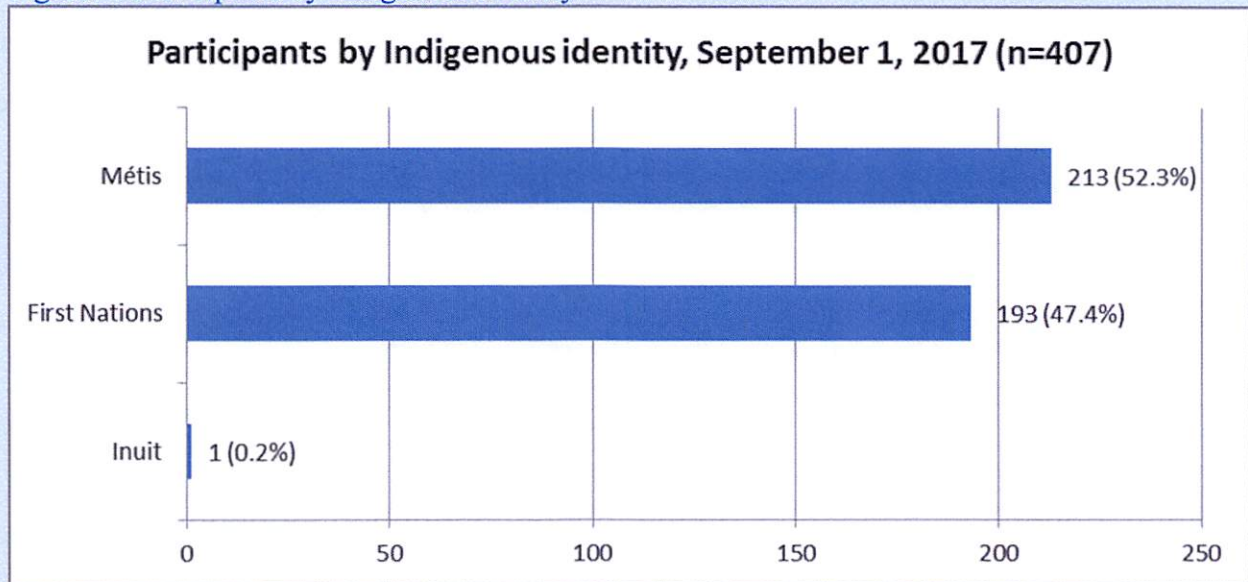


So, what proportion of female apprentices is in Traditionally Male Trades, and is there a difference between Saskatchewan and Gabriel Dumont Institute? In 2015-2016 (the most recent data available from the Saskatchewan Apprenticeship and Trade Certification Commission), there were 879 registered women apprentices in Saskatchewan. Of these, 464 (or 53%) were registered in Traditionally Male Trades. In the case of GDI Aboriginal Apprenticeship Project, 39 (or 83%) of the 47 women participants are in the Traditionally Male Trades. That is, GDI Aboriginal Apprenticeship Project had proportionately more women apprentices in there were more apprentices in Traditionally Male Trades compared to Saskatchewan. But there is a caveat. In this illustration, we have used total Saskatchewan apprentice numbers for just one year, namely, 2015-2016 as presented in the SATCC Annual Report. The registered number of apprentices in Saskatchewan has been fluctuating over the past few years as indicated in Figure 8. On the other hand, GDI Aboriginal Apprenticeship Project numbers are cumulative covering the period 2014-2017.

A key goal of the GDI Aboriginal Apprenticeship Project is to increase Indigenous employment in skilled trades in Saskatchewan. More than one half (52%) of participants in the GDI Aboriginal Apprenticeship Project are Métis and 47% are First Nations while Inuit make up one percent of the participants as shown in Figure 4 below. The over-representation of Métis participants could be attributed to the fact that Gabriel Dumont Institute is a Métis-owned Institution.

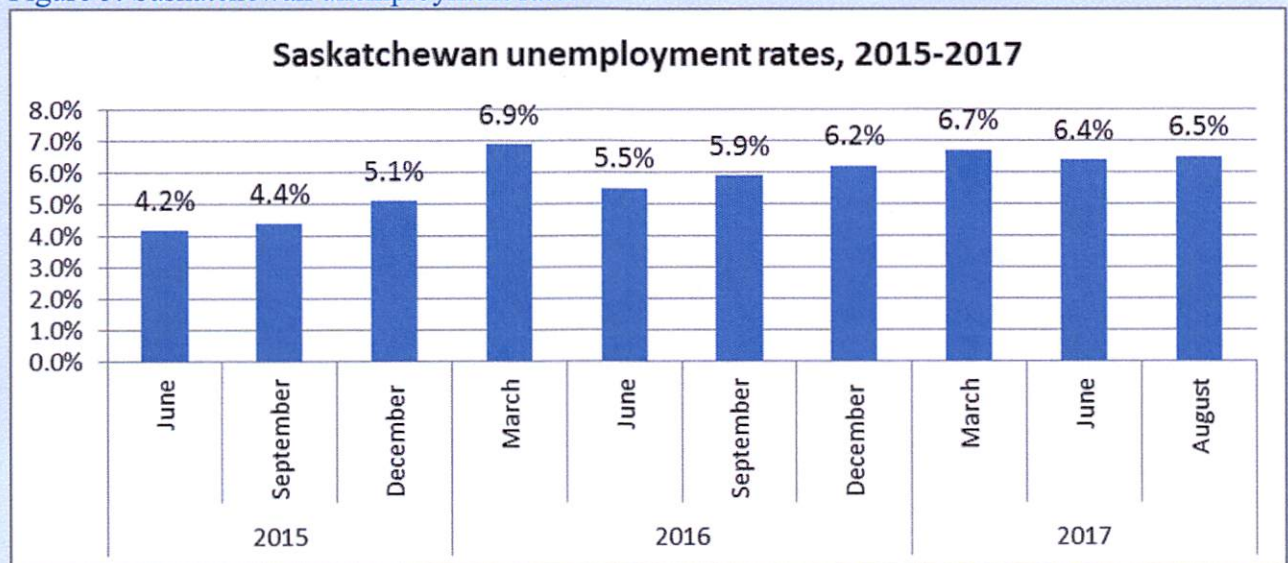
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Figure 4: Participants by Indigenous identity



As stated earlier, apprenticeship programs are employer-driven with participants placed in in-demand trade-related jobs. Over the past few years, Saskatchewan has experienced tough economic times as evidenced by increasing layoffs and growing unemployment rates (please see Figure 5).

Figure 5: Saskatchewan unemployment rates



Source: Bureau of Statistics, Government of Saskatchewan Monthly Statistical Review, retrieved September 12, 2017 from <http://www.stats.gov.sk.ca/monthly/>

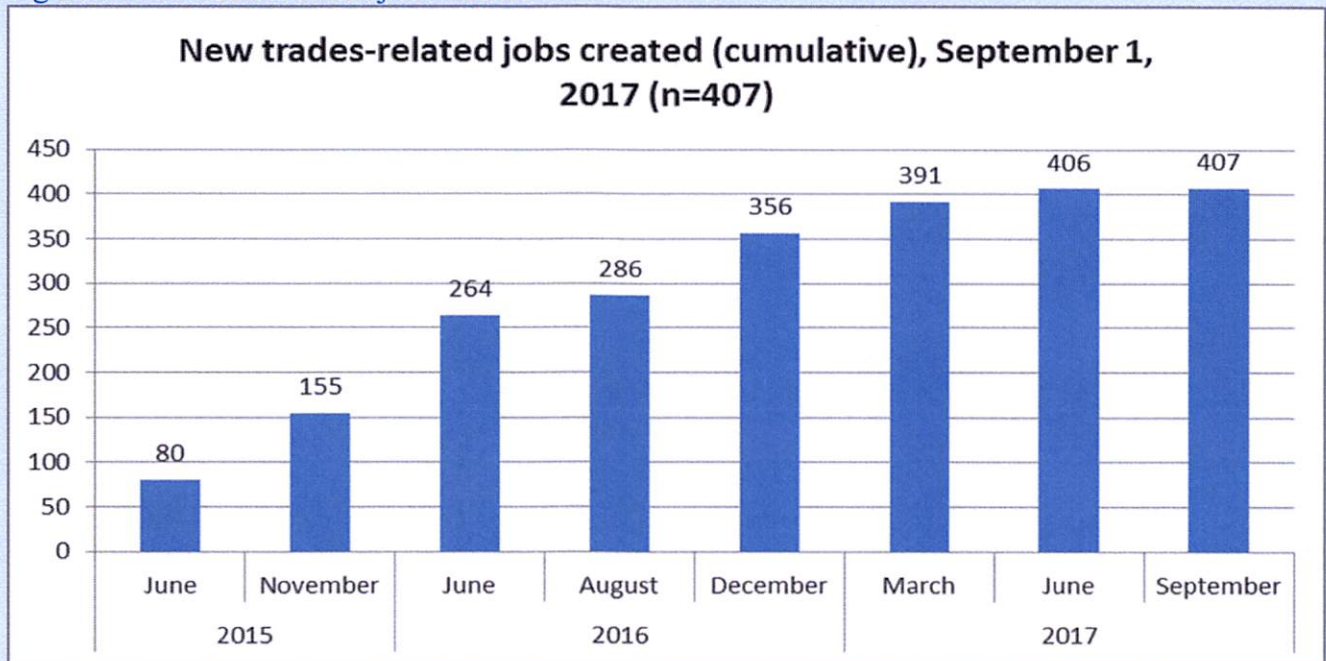
Despite rising unemployment rates in Saskatchewan (Figure 5), the GDI Aboriginal Apprenticeship Project, in partnership with the industry, has experienced steady growth in new trades-related jobs for Aboriginal peoples over the past three years (Figure 6). In 2014, when the apprenticeship project started, Saskatchewan economy was quite strong with a low unemployment rate of 3.3% in June.⁵

⁵ <http://www.stats.gov.sk.ca/monthly/>



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Figure 6: New trades-related jobs created



So, how has the GDI Aboriginal Apprenticeship Project been able to record reasonably strong employment growth despite economic slowdown and rising unemployment in the province? The GDI Aboriginal Apprenticeship Project model utilizes an ongoing partnership building model with employers. As such, the project activities have the flexibility to adapt to changing labour market conditions. The apprenticeship jobs created under this project exist across sectors, including construction, oil and gas, forestry, mining, and manufacturing, among others, and are therefore, not as vulnerable to economic slowdown in a single sector.

Further, small businesses, with fewer than 50 employees, make up 76% of GDI Training & Employment employer partners in the apprenticeship project. Medium-size businesses (51 – 499) and larger organizations (500+) account for 24% of the employer partners. The small businesses have indicated that wage subsidies provided by to them by GDI Training & Employment has played an important role in their decision to hire and retain the GDI Aboriginal Apprenticeship Project participants.

As stated above, employers are a key partner in the Saskatchewan apprenticeship programming. They provide employment placements for participants in a safe and conducive working environment that enhances learning and apprenticeship training. Further, the employers guide and mentor Aboriginal participants through on-site supervision by a qualified journeyman; and assess the progress of the participants while keeping track of their trade hours. In partnership with employers, GDI Training & Employment helps the employers recruit participants, assigns an employment counsellor to work with each participant, and subsidizes their wages while they learn on the job.

Other than the goal of creating 150 new apprenticeship jobs – which the GDI Aboriginal Apprenticeship Project met and surpassed (at 271% of goal), the GDI Aboriginal Apprenticeship Project also had a target of partnering with 100 employers in 15 different trades to offer job opportunities for the participants. As of September 1, 2017, GDI Training & Employment has partnered with 245 employers in 30 different trades (please see Figure 7 below).



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Figure 7: Employer partnerships



Two points are clear from Figure 7. One, there was a steady growth in partnerships signed by GDI Training & Employment and employers across Saskatchewan. The partnerships signed lead to contracts for specific employment positions to be filled by apprenticeship participants. This growth is surprising because, as indicated in Figure 5, the province was experiencing rising unemployment rates during the same period. And two, while there are 49 designated trades and 20 sub-trades in Saskatchewan,⁶ employer partnerships were with employers in 30 different trades. Some trades are more popular than others, and apprenticeship programs are employer-driven. Therefore, the labour market and local economies inform employer hiring decisions.

- b) In general, apprenticeship programs in Saskatchewan and across Canada have two main components. One, employment involving hands-on training in a particular designated trade under mentorship and supervision of a certified journeyman in the same trade for a given number of trade hours; and two, in-class technical training. The latter is usually at a post-secondary institution, after the participant has been indentured with the Saskatchewan Apprenticeship and Trades Certification Commission as an apprentice. Note, however, that there are often exceptions to this practice, such as in the case of Cooks where the two components are sometimes combined.

The third target of the GDI Aboriginal Apprenticeship Project was to have at least 100 indentured participants. As required by the Saskatchewan Apprenticeship and Trades Certification Commission, participants are indentured (that is, registered as an apprentice in the province of Saskatchewan) with the Saskatchewan Apprenticeship and Trades Certification Commission (SATCC) within 90 days of start of work. As of September 1, 2017, 192 applications were submitted to SATCC to indenture GDI Aboriginal Apprenticeship Project participants. Of these, 175 applications were approved (Figure 8). This represents 175% of the project target of 100 indentured participants.

⁶ Saskatchewan Apprenticeship and Trade Certification Commission (2017), Designated trades in Saskatchewan <https://saskapprenticeship.ca/resources/infographics/>



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What happened to the 17 applications for indenture that were not approved? There were a number of reasons given including:

- “Client scheduled for school [i.e., technical training] in October, has not replied.”
- “Contract not filled in correctly.”
- “Client did not attend training.”
- “Incomplete high school transcript.”
- “Client laid off.”
- “Client needs Accuplacer.”

GDI Training & Employment has now implemented policies to ensure increased approval of applications for participant indenture.

Figure 8: Participants indentured with SATCC

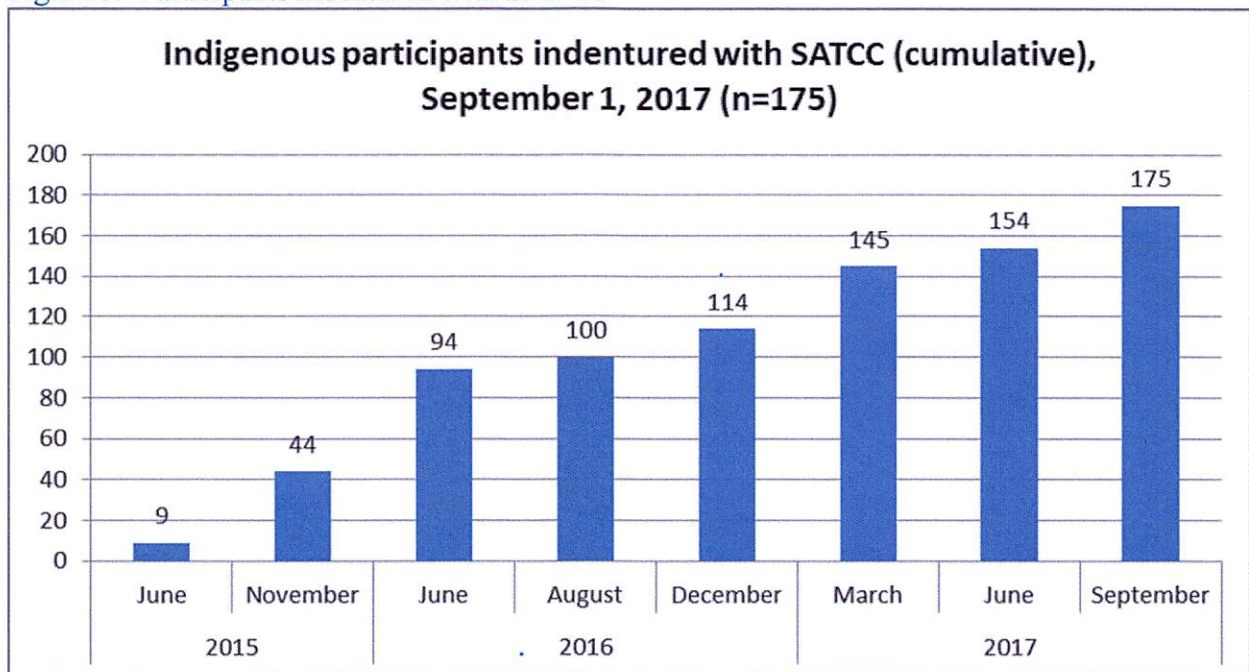


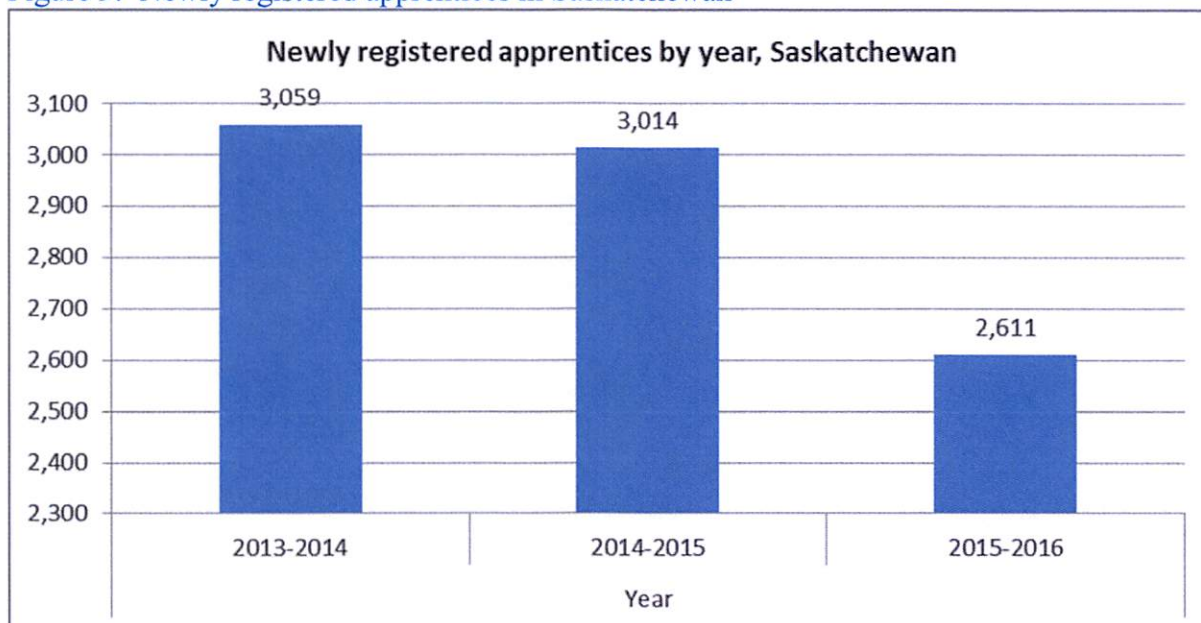
Figure 8 shows the growth in the total number of indentured participants between 2015 and 2017 as a result of the GDI Aboriginal Apprenticeship Project. By comparison, the total number of participants in apprenticeship programs in Saskatchewan who have been registered (indentured) with the SATCC has been declining over the past three years. In 2013-2014, there were 3,059 newly indentured apprentices in the province. The numbers of newly indentured apprentices fell to 3,014 in 2014-2015, and 2,611 in 2015-2016 (2016-2017 numbers are not available) as shown on Figure 9.⁷

⁷ Saskatchewan Apprenticeship and Trades Certification Commission, Annual Reports 2013-2014, 2014-2015, 2015-2016. Retrieved June 20, 2017 from <http://saskapprenticeship.ca/resources/plans-research-reports/annual-report/>



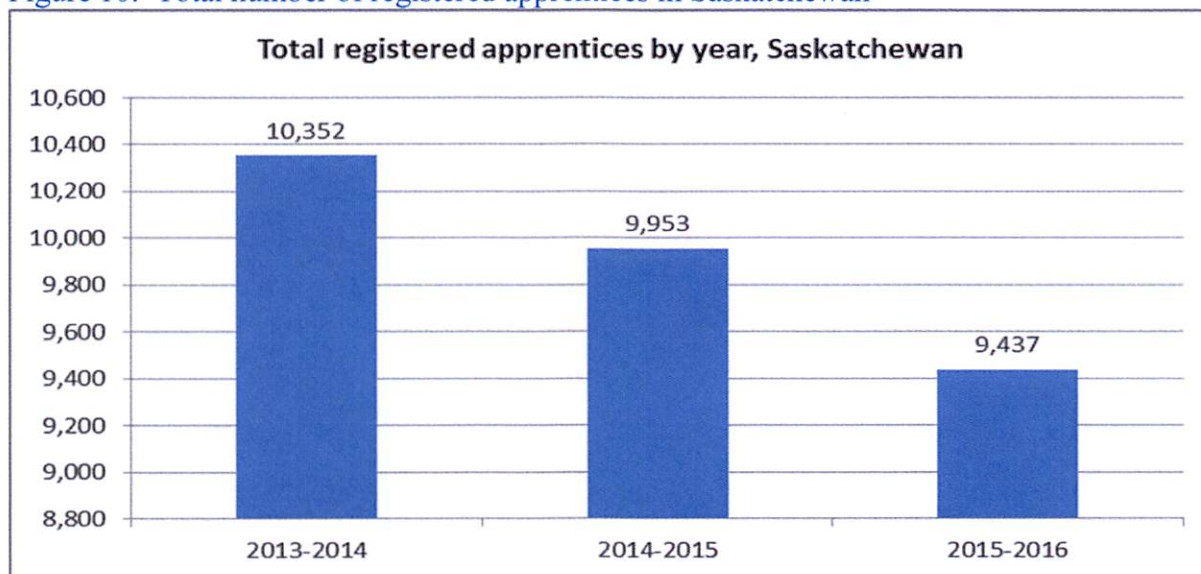
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Figure 9: Newly registered apprentices in Saskatchewan



The decline in numbers of the newly registered apprentices in Saskatchewan mirror those of the total numbers of registered apprentices in the province –which includes apprentices trained in Saskatchewan and those from other jurisdictions and are registered with the SATCC. Between 2013 and 2016, the total number of registered apprentices in Saskatchewan fell by 8.8% from 10,352 to 9,437⁸ as shown in Figure 10.

Figure 10: Total number of registered apprentices in Saskatchewan



During the same period, the total number of registered apprentices of Aboriginal ancestry in Saskatchewan experienced a slight fluctuation: from 1,532 in 2013-2014 to 1,388 in 2014-2015, then an

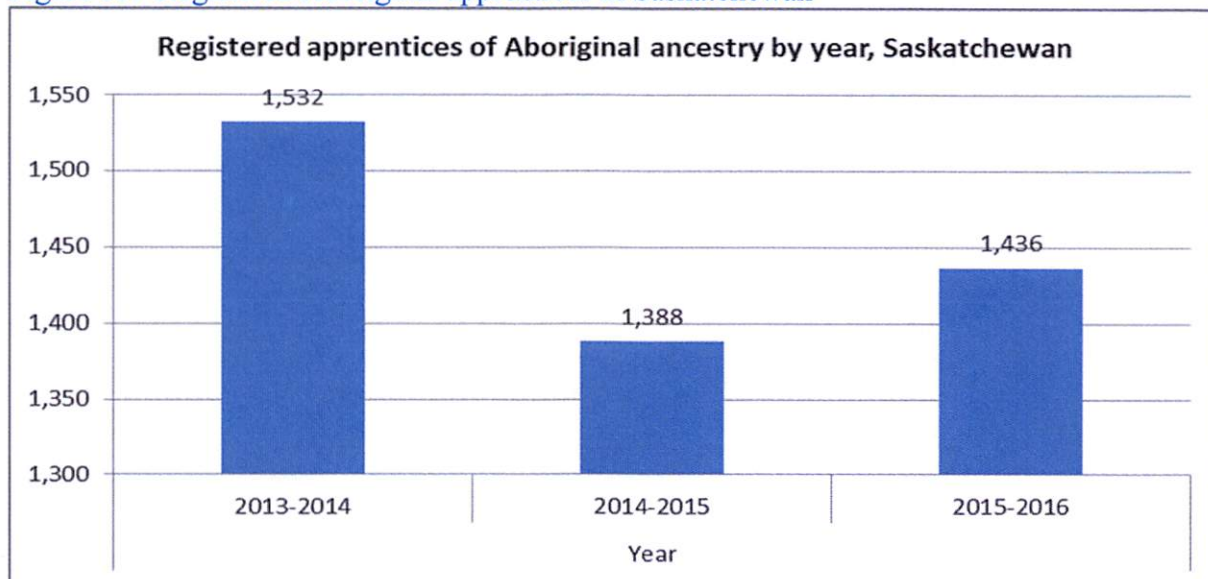
⁸ Saskatchewan Apprenticeship and Trades Certification Commission, Annual Reports 2013-2014, 2014-2015, 2015-2016. Retrieved June 20, 2017 from <http://saskapprenticeship.ca/resources/plans-research-reports/annual-report/>



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increase to 1,436 in 2015-2016 as shown in Figure 11.⁹ Since 2014, the GDI Aboriginal Apprenticeship Project has added 175 to the number of registered (indentured) Aboriginal apprentices in Saskatchewan.

Figure 11: Registered Aboriginal apprentices in Saskatchewan



The dip in the total number of registered apprentices of Aboriginal ancestry in 2014-2015 in Figure 11 corresponds with the break in GDI Training & Employment support to Aboriginal apprentices in Saskatchewan. The Skills and Partnership Fund GDI Aboriginal Apprenticeship Initiative (2011-2014) ended in March 2014, and the current Western Economic Diversification GDI Aboriginal Apprenticeship Project (2014-2017) started in October 2014.

Another performance indicator for the GDI Aboriginal Apprenticeship Project was to have 50 indentured participants complete at least one term of technical training. As of September 1, 2017, 162 participants from all levels of their trade, namely Level I to Level IV, have completed at least one level of technical training. This represents 324% of the project's goal. However, note that, GDI Training & Employment paid for the technical training of 174 participants. Of the 174, 12 participants did not complete their technical training. We have not included the 12 in our computation of the number of clients who completed at least one term of technical training.

Gabriel Dumont Institute Training & Employment has met and exceeded all five of the performance targets for the GDI Aboriginal Apprenticeship Project as at June 30, 2017. Specifically, 1) we are at 271% of our goal of creating 150 new trades-related jobs for Indigenous participants; 2) we have achieved 245% of the target of partnering with 100 employers in Saskatchewan that represent small and medium-sized enterprises; 3) we have reached 175% of the target of 100 Aboriginal participants who are indentured with the Saskatchewan Apprenticeship and Trade Certification Commission as apprentices in Saskatchewan; 4) we are at 324% of the target of having 50 participants complete at least one term of technical training; and 5) we reached 104% of the goal of 50 participants completing trades-related General Educational Development (GED) as shown in Figure 11 below. The GED is a high school diploma equivalent that is intended to give an opportunity to those who do not meet requirement of Grade 12 education to join the GDI Aboriginal Apprenticeship Project.

⁹ Saskatchewan Apprenticeship and Trades Certification Commission, Annual Reports 2013-2014, 2014-2015, 2015-2016. Retrieved March 10, 2017 from <http://saskapprenticeship.ca/resources/plans-research-reports/annual-report/>



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Figure 11: Performance Indicators Progress to Date
(Adapted from Attachment A, Page 13, WD Agreement, Project No.: 000012983)

GDI Aboriginal Apprenticeship Project Summary (cumulative), September 1, 2017					
Goals	June 2015	June 2016	June 2017	September 2017	% of Goal (Sept 1, 2017)
150 new apprenticeship jobs	80	264	406	407	271%
100 employer partnerships in	99 employer partnerships	158 employer partnerships	245 employer partnerships	245 employer partnerships	245%
15 different trades	13 different trades	24 different trades	30 different trades	30 different trades	200%
100 Aboriginal clients indentured with SATCC	9	94	154	175	175%
50 apprentices complete one term of technical training	25	67	160	162	324%
50 complete trades focused GED	22	40	52	52	104%

Unexpected Outcomes

Please provide any other relevant information about your project including, but not limited to unanticipated events or findings and their effect on the project as a whole or changes in project governance or management:

From our past experience offering targeted apprenticeship programming over the past several years, as well as our strong partnership with and reputation among employers across Saskatchewan; we were quite optimistic that the GDI Aboriginal Apprenticeship Project would meet all its targets by the project end date. However, we did not expect to do so almost six months early or to exceed our targets by so much. As indicated in Figure 10, the total number of indentured (registered) apprentices in Saskatchewan declined between 2013 and 2016, and the

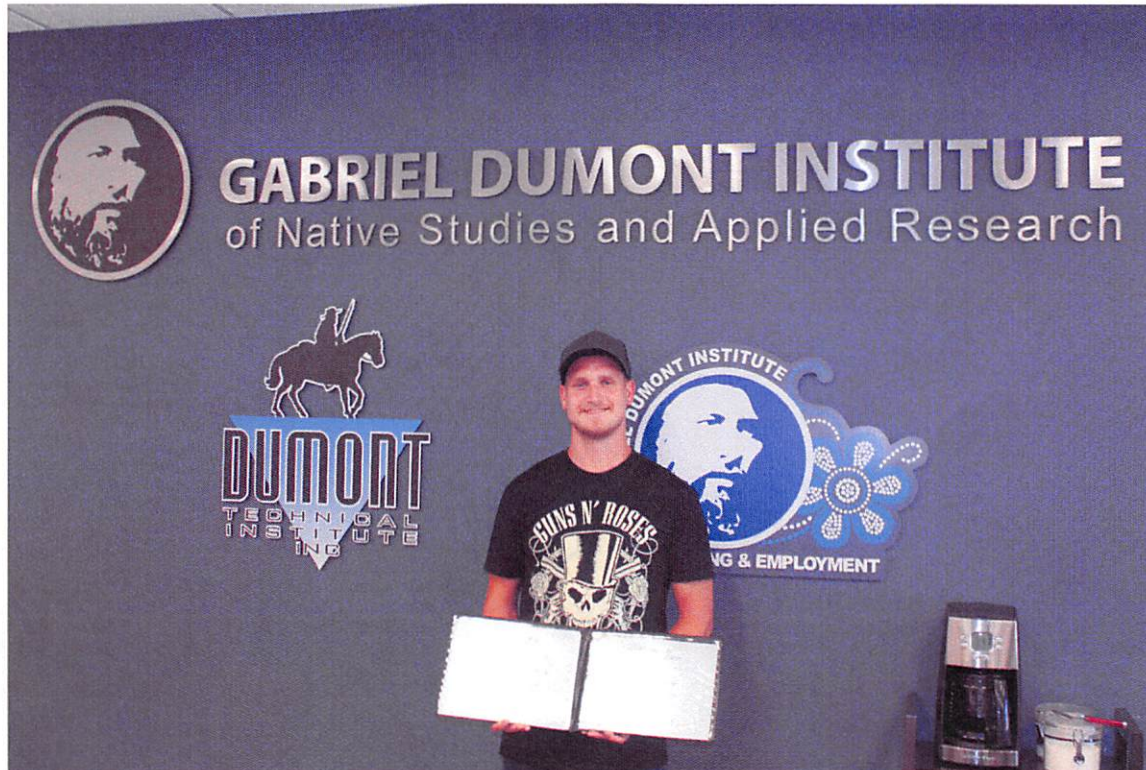


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province's unemployment rates increased slightly during the same period. However, the GDI Aboriginal Apprenticeship Project recorded a positive growth in indentured apprentices during the same period. This, as suggested earlier, could be due to a number of factors: 1) our employer partners, especially those with small numbers of employees, have told us how necessary the wage subsidies are to taking on a new apprentice; 2) our knowledge and experience from previous apprenticeship programming; and 3) we implemented recommendations and best practices that were identified from our internal reviews and external evaluation of the former Skills and Partnership Fund GDI Aboriginal Apprenticeship Initiative (2011-2014). As well, 4) we have established strong partnerships with employers and have assigned employment counsellors who work closely with individual participants to ensure that any challenges and concerns are identified and addressed as soon as possible.

SUCCESS STORIES

I am ready for takeoff," Says Cody Montagnon



Cody Montagnon is the latest Gabriel Dumont Institute Aboriginal Apprenticeship Project's client to earn a journeyperson certification. On June 23, 2017, Cody received his Construction Electrician Journeyperson certification from the Saskatchewan Apprenticeship and Trade Certification Commission. He currently works for Double Diamond Industrial Structures in Saskatoon.

While in high school, Cody made a decision to pursue a career in the trades. He came to Gabriel Dumont Institute right after high school for advice. As he reminisced, "It was great to come out of high school and get very helpful information from GDI about apprenticeship. GDI told me that they would help me be indentured with SATCC in my first year. It was a good opportunity."



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Cody points out that the biggest challenge during his apprenticeship was technical training. “I spent at least three hours each night studying. I struggled with math. But, I worked hard and passed. I never thought I’d do well in math the way I did. It’s possible if you put your mind into it, and give it your best.”

Cody stated, “I liked the experience and continuity at Gabriel Dumont Institute. I had Dwayne Docken work with me throughout my apprenticeship.” Dwayne is an employment counsellor at Gabriel Dumont Institute Training and Employment. “GDI was awesome. They helped me get job placements, good network within the industry, plus they provided me with (financial) support to buy books, tools, work boots, and for transport to the work site. Whenever I got discouraged, Dwayne was always encouraging me to keep going.”

Cody continued, “Many times, I almost gave up and quit the program. I had many challenges. But, I made a personal goal that I was going to get my journeyman (certification) no matter what and however long it takes. I did it, and it feels good.” He goes on, “I recommend GDI to anyone who thinking of going into trades. Apprenticeship training involves a lot of work before you can get your journeyman, but GDI made it easier for me with its supports.”

Cody’s future plans include starting his own company, “I am ready for takeoff,” he said, smiling. For a participant in an apprenticeship program in Saskatchewan to become a certified journeyman in a chosen trade, the SATCC requires the following. The participant finds employment in the trade and be indentured (registered) with the SATCC office as an apprentice. The apprentice then completes all levels of training including hands-on training while working under contract with an employer, and technical training in a classroom setting. Upon completing all apprenticeship levels, the apprentice writes the certification examination at the end of training.

From the moment a participant is accepted into the Gabriel Dumont Institute Aboriginal Apprenticeship Project until their final day in the program, Gabriel Dumont Institute Training and Employment assigns then an employment counsellor who works closely with them.

Gabriel Dumont Institute Training and Employment ran a very successful GDI Aboriginal Apprenticeship Initiative (2011-2014) under the federal Skills and Partnership Fund. The initiative met and exceeded all its targets including creating 223 new trades-related jobs and having 157 indentured apprentices. In early 2015, Gabriel Dumont Institute and Western Economic Diversification Canada officially announced a three year \$8.9 million GDI Aboriginal Apprenticeship Project (2014-2017) with a federal investment of \$3.1 million. For more information please contact apprenticeships@gdins.org.

Valine Gaudet: GDI Apprenticeship Newest Journeyman Electrician

Gabriel Dumont Institute Training & Employment is proud to announce that Valine Gaudet, a client in the GDI Aboriginal Apprenticeship Project, has successfully written and passed the Inter-Provincial Red Seal Electrical exam. Success on the Red Seal exam is the final step in an apprentice achieving journeyman certification.

We sat down with Valine on March 22, 2017 to discuss her experience since coming to Gabriel



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Dumont Institute. From the celebratory mood at the Gabriel Dumont Institute Training & Employment office, it was clear that there is great delight in seeing young men and women, who often face various barriers, come to Gabriel Dumont Institute grow, learn, and succeed. Indeed, the Institute employees derive much joy from being a part of a student or client's journey towards reaching their desired goal.



All of Valine's cousins had Métis cards. So, in 2011 she came to Gabriel Dumont Institute to apply for her own Métis card. That is how she met Dwayne Docken, Employment Counselor at Gabriel Dumont Institute Training & Employment, who told her about the newly launched Skills and Partnership Fund GDI Aboriginal Apprenticeship Initiative. Valine immediately liked the idea of joining the program and soon applied.

At the time, the only training Valine had taken in the trades was Saskatchewan Polytechnic's Women in Trades Exploratory Course. The hands-on eight-day workshop gives women with no experience in the trades a chance to try their skills at Automotive Servicing, Carpentry, Electrical, Machining, Plumbing, and Welding. Valine knew she wanted to be an electrician and that she "had to start learning about the trade from the scratch."

In a January 2014 GDI Communicator article that featured her, Valine stated that she loved her job as Year II Apprentice Electrician and had plans to get her journey person certification and start her own company. She noted that Gabriel Dumont Institute had "set (her) up for life."

The Skills and Partnership Fund GDI Aboriginal Apprenticeship Initiative was a very successful



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program that ended in 2014 and was succeeded by the current Western Economic Diversification Canada-funded GDI Aboriginal Apprenticeship Project. Valine was funded by both programs.

So, how has it been like being a female in male-dominated trade? For Valine, “being a female on (work) site was sometimes tough. Sexist comments caught me off guard. A woman working in a place where men are the majority can be judged by her looks and her dress. Funny thing is, the comments can be that you are ‘pretty’ or not pretty enough.” She continues, “You cannot let that negative vibe affect you. You have to grow a thick skin and try to be part of the guys instead of being a girl among boys.”

Valine states that, “At times females in male dominated trades get pushed aside. Don’t cry; rather fight for what you want. Speak out.” She continues, the “rewards of being a woman in the trades far outweigh the challenges you may go through. So, just get through the frustrations. Persevere, give it your best and it will be ok.”

Looking back at her apprenticeship experience, Valine kept saying that “I can’t believe that I am now a journeyperson construction electrician.” This is because, “I did not realize how much math was involved in training to become an electrician. I had learning disability yet I surprised myself by passing. I studied a lot. I worked hard every night on math. I did not want to fail or quit. I passed. First attempt!”

Valine thanks her family for the support and motivation to succeed: “All my family members were very encouraging. They motivated me to keep going.” She is also thankful for the employer GDI sent her to. As she puts it, “My first foreman showed me the ropes. He did not treat me differently, but he brought me under his wings. It was my first time on the worksite, but he set me on the right path and taught me. He was a good supervisor.”

Valine goes back to the day she came to Gabriel Dumont Institute for the first time. “Dwayne changed my life, and he has been very awesome since then. He helped me lots. He knows the industry and his advice has been absolutely useful.” She also thanks Gabriel Dumont Institute for “Opening doors for me. Had it not been for GDI my life would probably be worse today.” As she puts it, “GDI provided me with financial assistance to buy books, tools [and] my travel expenses.” Valine is planning on working for a few years then going back to school to get her Blue Seal certification. The Blue Seal will enable her to own her own business. Congratulations Valine.

For more information about GDI Aboriginal Apprenticeship Project, please contact us as apprenticeships@gdins.org or Toll free: 1-877-488-6888.

Colette Schroell Earns Journeyperson Certification

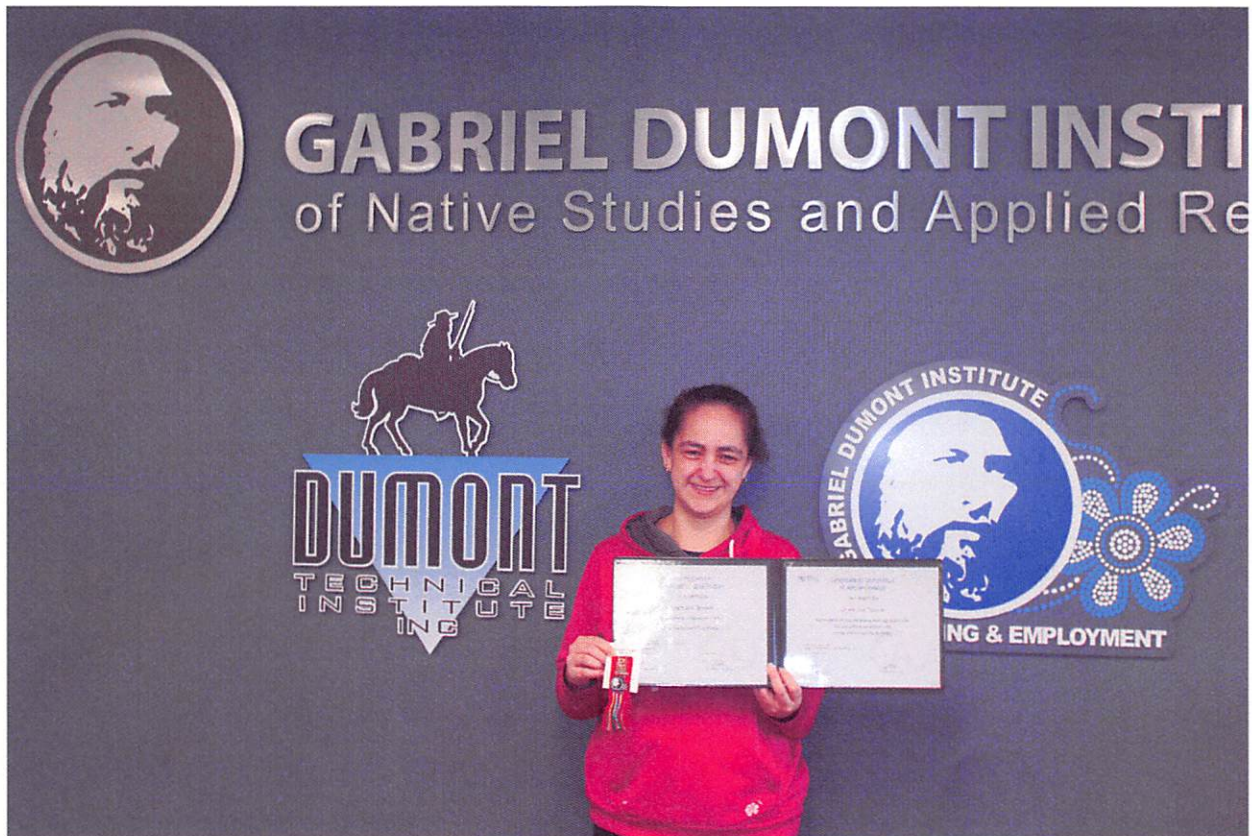
Colette Schroell has been a client in the Gabriel Dumont Institute (GDI) Aboriginal Apprenticeship Project. She received her Journeyperson certification in Food and Beverage Person on November 23, 2016. This month, we sat down with her to discuss her experience.

In Saskatchewan and across Canada, apprenticeship programs combine on-the-job training, usually under supervision and mentorship of a journeyperson-certified professional in the same



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trade, and technical (classroom) learning that leads to a trade credential – or “ticket.” After the apprentice completes technical training, on-the-job hours, and a final exam, s/he is awarded a journeyperson certification as a confirmation of his/her skill level and competence, and recognition by colleagues, government, and the public that the recipient is a skilled professional in a particular trade.



Colette had been working at the Delta Bessborough Saskatoon for over a decade when she came to GDI to seek advice on how to earn her Journeyperson certification. So accomplished was she in her career that Colette was honoured at the 22nd Annual Tourism Professional Recognition Dinner in Saskatoon in June 2015 with a certification in Banquet Server. In her message to the certification honourees, Tourism Saskatchewan CEO Mary Taylor-Ash noted that the “celebrations acknowledge individuals who have achieved Professional Certification in a tourism occupation” and that “tremendous dedication is required to complete the demanding program requirements.”

But, Colette was not satisfied. She aspired for more training: “I wanted to get my Journeyperson because this would give me more opportunities and open more doors for me in the industry.” That is how she found her way to GDI Training and Employment.

The path to journeyperson certification was both enjoyable and challenging. It involved hands-on work and taking in-class and online classes.

Despite the challenges, Colette says she had made up her mind, “I was not going to be a quitter. I



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had set a goal for myself and I was going to successfully complete the program.” She adds, “It feels good. I am happy that I stuck with it.” Colette noted that with “financial and moral support from Dwayne and GDI, getting my journey person certification became a reality.”

Dwayne Docken is the Employment Counselor at GDI Training and Employment who worked closely with Colette.

Colette remembers how “Dwayne let me know that he was there if I had any question. He was good, thorough, and very professional.” Colette also stated that she enjoys her work at the Delta Bessborough and is grateful for her colleagues who have been very supportive and encouraging.

Colette advises others who wish to pursue careers in trades to make sure they know that they want, the goals they want to attain, and seek help when they need it. As she puts it, “Don’t stress yourself, pace yourself.”

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Meet Danni Meyers, a Female Apprentice Electrician

According to Saskatchewan Apprenticeship and Trade Certification Commission (SATCC), there were 9,953 registered apprentices in Saskatchewan in 2014-2015. Of this, 907 (or 9.1%) were women. This was a decrease from 2011-2012 when there was a total of 9,724 registered apprentices in the province, 9.8% (or 950) of whom were women. During the same period, there were 454 registered women apprentices in Predominantly Male Occupations (such as electrician and plumber) in 2014-2015, and 355 in 2011-2012 representing 4.5% and 3.6% of registered apprentices respectively. That is, there is work to be done to enhance women participation in Saskatchewan’s apprenticeship programs.

Over the past five years, GDI Training and Employment apprenticeship programs, namely GDI Aboriginal Apprenticeship Initiative (2011-2014), and GDI Aboriginal Apprenticeship Project (2014-2017), have created a total of 502 new apprenticeship jobs for Saskatchewan’s Aboriginal clients. This has been done through partnerships with employers across the province. While, as indicated above, the apprenticeship programs in Saskatchewan are generally male-dominated, serious attempts are being made at GDI Training and Employment to promote women participation. One such woman is Danni Meyers.

Danni Meyers is a Year I Electrician Apprentice in the GDI Aboriginal Apprenticeship Project and is currently working at Concept Electric in Saskatoon. Danni, who first heard about the GDI Training and Employment from a family member, discussed her experience with us. Danni stated that she has always wanted to be an electrician, and that she decided to contact GDI Training and Employment after hearing that “it had a great program for those who are Métis and looking to get into the trades.” However, the final decision to follow her dream was “significantly easier to make after speaking with (her Employment Counsellor) Audrey Arcand. Audrey assured [her] that it was the right decision.” In expressing her appreciation to Audrey, Danni asserted that “Audrey was well organized and promptly returned all my calls and emails.”



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Danni stated that her primary responsibility as an apprentice electrician is learning how to manipulate power as well as constructing various ways of distributing that power. That is also what she likes about her job. As she puts it, "My favourite aspect of my job is that we always have to be aware and on our toes. Not only is our own safety being put at risk, but others safety is also in your hands. I also enjoy it because it is a very active and hands-on job."

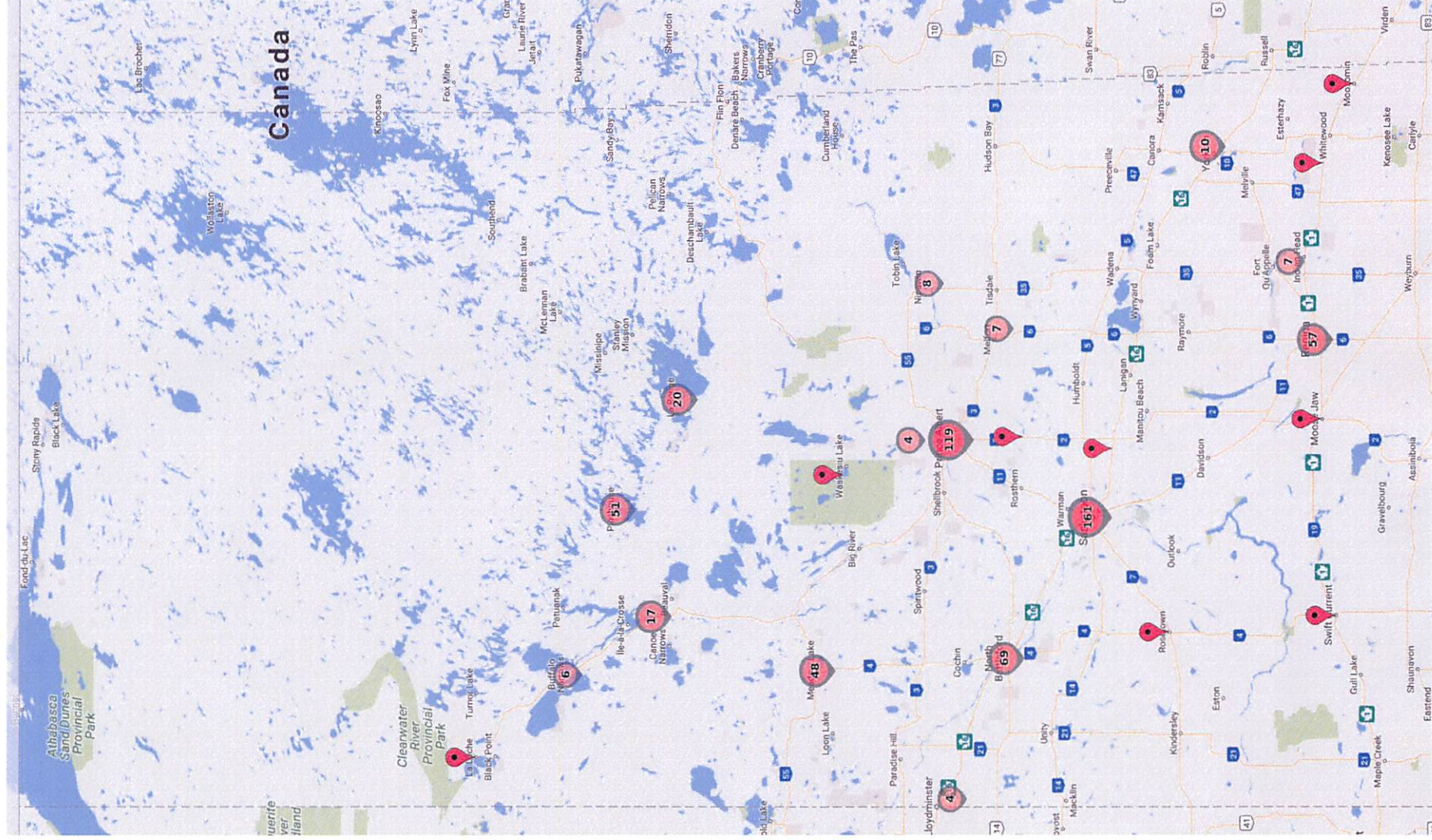
She credits what she learned in school for preparing her for Electrician Apprenticeship program. "At school, we had the opportunity to engage in hands-on learning that included wiring and safety awareness."

When asked about the secret for her success. Danni said, "The secret to my success is all the help that was made available to me through the GDI program Persistence was also an attribute as I talked to people in my everyday life that might give me an open door to my next job. I was also very determined to be a woman in trades." Thank you Danni. We wish you the best.



Below is a map that shows the numbers of trades-related jobs created and locations in which they have been created across Saskatchewan.

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Reporting Period

This report covers the period of **October 14, 2014** to **September 1, 2017**.

I hereby certify that all information contained in this report is true and correct. I understand that any omissions or misrepresentations may result in a Notice of Default and the termination of the Minister's obligation to contribute to this project.

Completed by:

James Oloo

Research Coordinator
GDI Training & Employment

Name (Print)

James Oloo

Signature

Title

October 2, 2017

Date



Progress and Final Report

Progress and Final Report Instructions

As outlined in your agreement with Western Economic Diversification, you are required to submit progress and final reports as detailed in your Contribution Agreement (Article 5.1). These reports will be used by the Minister to assess the progress of the project and for the assessment of the department's progress towards its objectives.

Progress Reports must accurately describe the current status of the project (activities, timelines and performance indicators), identify and explain any issues, detail the current expectations for the outcomes and report on any variances (funding, cash flow, etc).

In addition, Final Reports are required by the Final Client Reporting date and must address the outcome of each Performance Indicator including:

- Details of the indicator
- Level of completion (Was it fully completed as anticipated? Was it on time?)
- The actual outcome achieved and the variance to the original target expected
- Additional comments

The Final Report must also list any unexpected outcomes resulting from this project including:

- Details of and reasons for the outcome.
- Whether the outcomes had a positive or negative effect on the project.
- Any additional comments.

Finally, the Final Report must rate the overall project on whether the project did not meet/partially met, met or exceeded expectations.

Please note:

It is important to remember that reporting against the Performance Indicators is **cumulative**. Please review the following example for guidance:

Performance Indicators:

For each performance indicator, report **cumulative progress to date**.

Example:

The target on Attachment "A" of the Agreement	<u>Baseline</u>	<u>Target</u>
# of Person months Created or Maintained	0	50

End of Quarter 1: The result is 5 – enter "5" on the report for that period

End of Quarter 2: During the second quarter, an additional 3 person months have been created – enter the cumulative value to date (5 + 3) = "8"

Please note this section should be completed for both recurring and final reporting and should describe any variance in the comments section of the report.

If you experience any difficulty in completing this report, you are encouraged to contact your project or payment officer as noted on the first page of this report.

Once you have completed this report, it can be submitted to your payment officer's attention by email, mail or fax at the regional office below:

Saskatchewan

P.O Box 2025
Suite 601, 119 4th Avenue South
Saskatoon, SK S7K 3S7
Telephone: (306)975-4373
Toll Free: 1 888 338-WEST(9378)
Teletypewriter(TTY): 1 877 303-3388
Fax: (306) 975-5484



Western Economic
Diversification
Canada

Diversification de
l'économie de
l'Ouest Canada

Performance Reporting Guidelines

Schedule E

Progress and Final Report