

Review of the Gabriel Dumont Institute Aboriginal Apprenticeship Initiative

REPORT SUMMARY



GDI Aboriginal Apprenticeship Initiative

Gabriel Dumont Institute developed and delivered the GDI Aboriginal Apprenticeship Initiative between 2011 and 2014 with special funding from the federal Skills and Partnership Fund. The goals of the Initiative included having 140 apprentices indentured with the Saskatchewan Apprenticeship and Trades Certification Commission (SATCC), and partnering with at least 60 individual companies in 17 different industries. The GDI Initiative met and or exceeded all the targets. It placed 223 Aboriginal clients with employers, of which 157 were indentured. It also partnered with 135 employers in 17 different trades.

Evaluation

In 2014, a team of independent consultants that included Doug Elliott from Sask Trends Monitor and Wayne McElree and Bonnie Durnford from D.C. Strategic Management Inc conducted an evaluation of the GDI Aboriginal Apprenticeship Initiative. This document presents a summary of their findings. The full report is available at:

<https://gdins.org/aboriginal-apprenticeship-initiative>

“...the Gabriel Dumont Institute Aboriginal Apprenticeship Initiative is the right program at the right time in the right place.”

Canada



SUMMARY OF KEY FINDINGS:

- ∞ Saskatchewan's unemployment rate of 3.3% in July 2014 was the lowest ever recorded. With employment growing at unprecedented rates, employers need to reach untapped populations, including Aboriginal people, for workers.
- ∞ There is high demand for skilled workers in construction trades across the province. These trades, particularly carpenters and electricians, accounted for the majority of apprentices in the GDI Aboriginal Apprenticeship Initiative.
- ∞ Aboriginal apprentices make up 13% of the growing number of apprentices in Saskatchewan.
- ∞ Education and skills training will enable more Aboriginal people to get employment. Among Aboriginal people 25 to 34 years of age, the employment rate more than doubles from 32% for those who have not completed high school to 65% among those with a trade certificate. GDI offers Adult Basic Education programs to those without a high school diploma – who could then join its apprenticeship training.
- ∞ The fastest growing industry groups are those that are heavy users of apprentices. The number of apprentices in Saskatchewan grew by an average of 8.6% per year from 2005 to 2012. To maintain that growth rate, the province will require 2,000 new journeypersons per year.
- ∞ 90% of the employers who partnered with GDI indicated that they were satisfied with support from GDI.
- ∞ Based on comparison of apprenticeship best practices at other jurisdictions and the GDI Aboriginal Apprenticeship Initiative, there were a number of key elements that contributed to GDI's success and that should be included in any future initiatives. These include:
 - Effective employer and apprentice selection and recruitment procedures;
 - Job coaching;
 - A wage subsidy;
 - Funding flexibility; and
 - Apprentice supports.

“The GDI Apprenticeship Initiative has enabled us to hire hardworking and dedicated apprentices.”

*- Patty Reinhardt, Co-Owner,
Reinhardt Plumbing & Heating Ltd., Regina*

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The report suggests some changes for future GDI apprenticeship programs but they are all designed to improve and expand an Aboriginal apprenticeship initiative that is already working well. Some of the recommendations are designed to increase participation by targeting women, apprenticeable trades outside construction, younger Aboriginal people, and residents in southern Saskatchewan. Others are designed to improve success with a variable wage subsidy and more project partners.

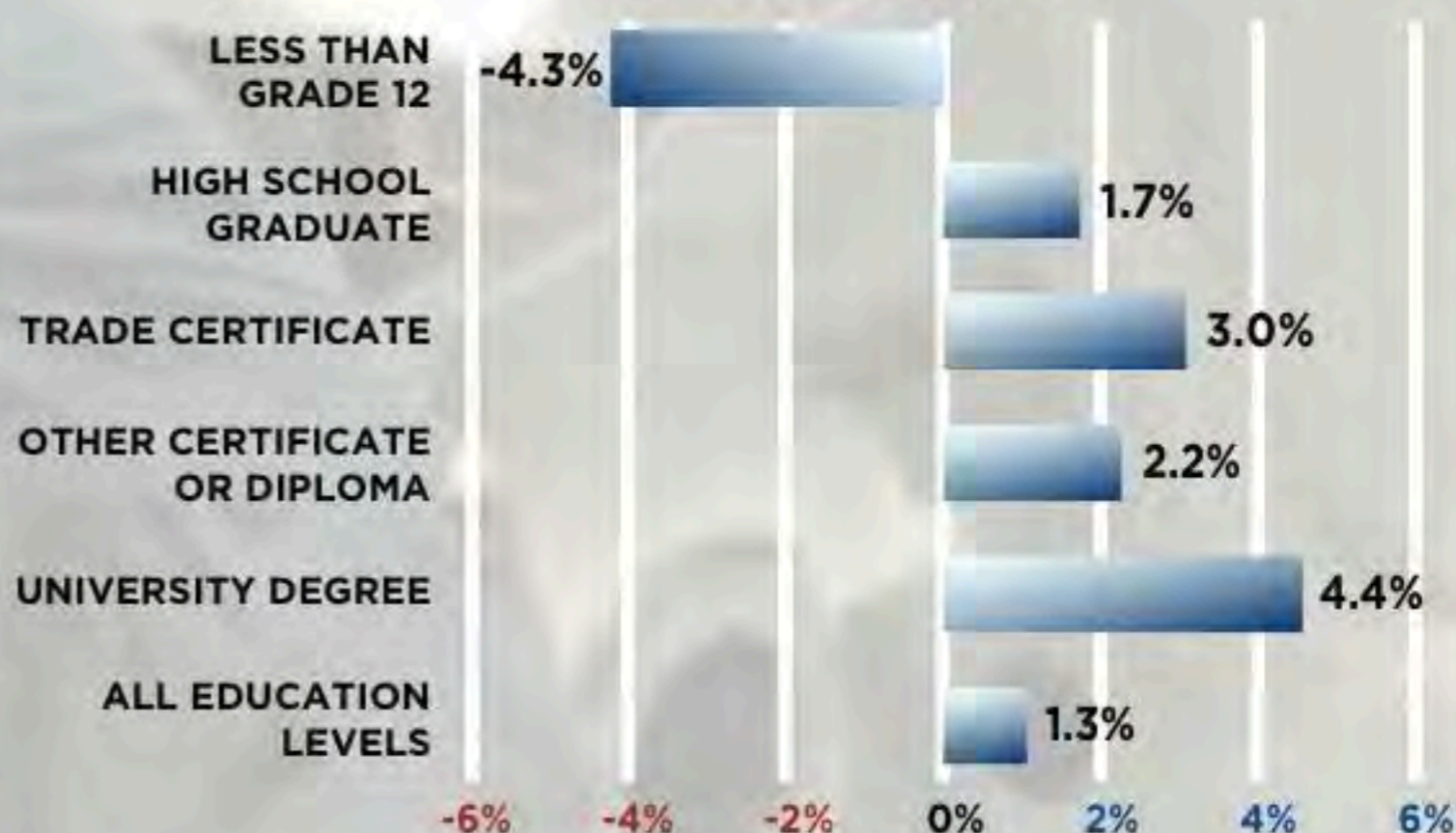
In many ways, the GDI Aboriginal Apprenticeship Initiative is the right program at the right time in the right place. Saskatchewan is in the middle of an unprecedented economic boom and continues to experience shortage of skilled workers. At the same time, there is a large Aboriginal population entering the labour market age group but with many lacking the training to take advantage of the opportunities.

GDI has, over the past three decades, established itself as one of the highly respected institutions of its kind in Saskatchewan and beyond. It has a proven track record of delivering Adult Basic Education and skills training programs efficiently and effectively to the province's Métis people.

The GDI Aboriginal Apprenticeship Initiative has clearly worked well - meeting or exceeding all its targets and giving opportunity to Aboriginal people to enter a career. It has also in a small way helped train local talent to meet the province's labour market demand for skilled workers. The report recommends that GDI apprenticeship programming be continued and expanded.

*The GDI Initiative
 "used best practices and has exceeded the targets set at the outset."*

Average annual increase in employment by level of education, Sask, 2006-2011



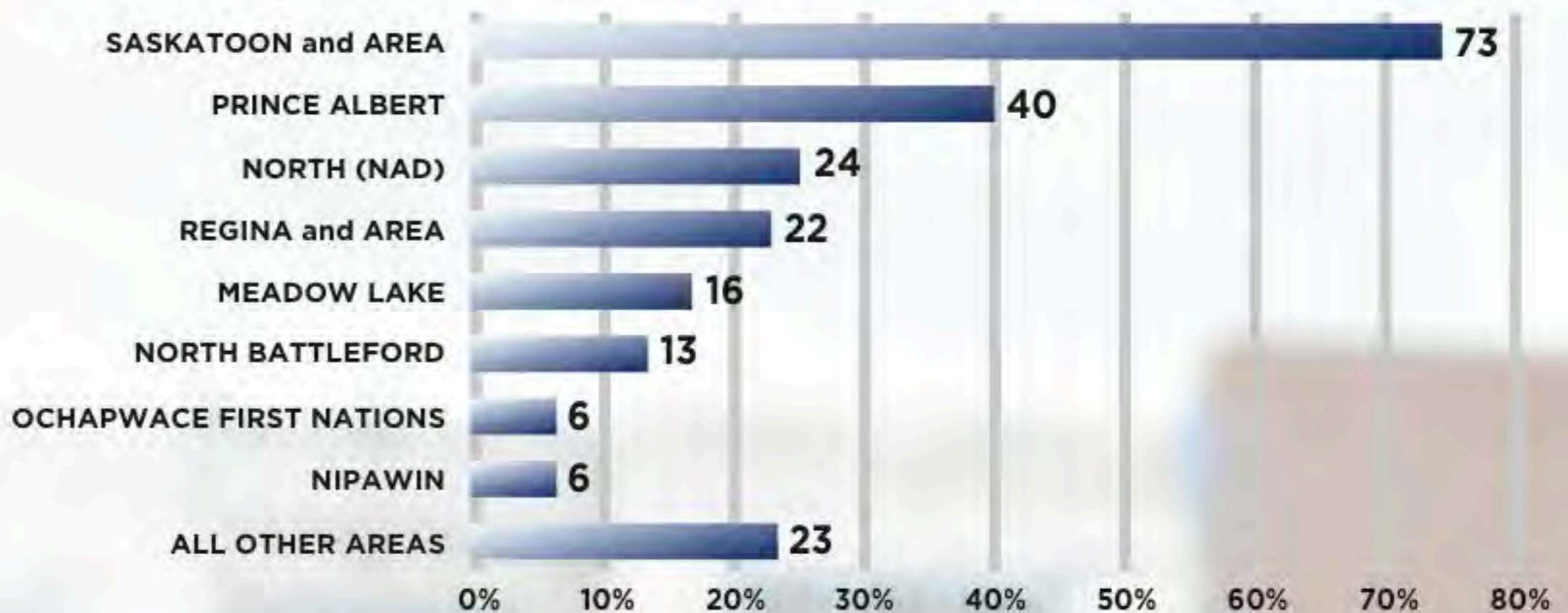
"Overall, I am satisfied with the apprentices' ability to contribute to the success of my company"
 (Employer Survey, n=137)



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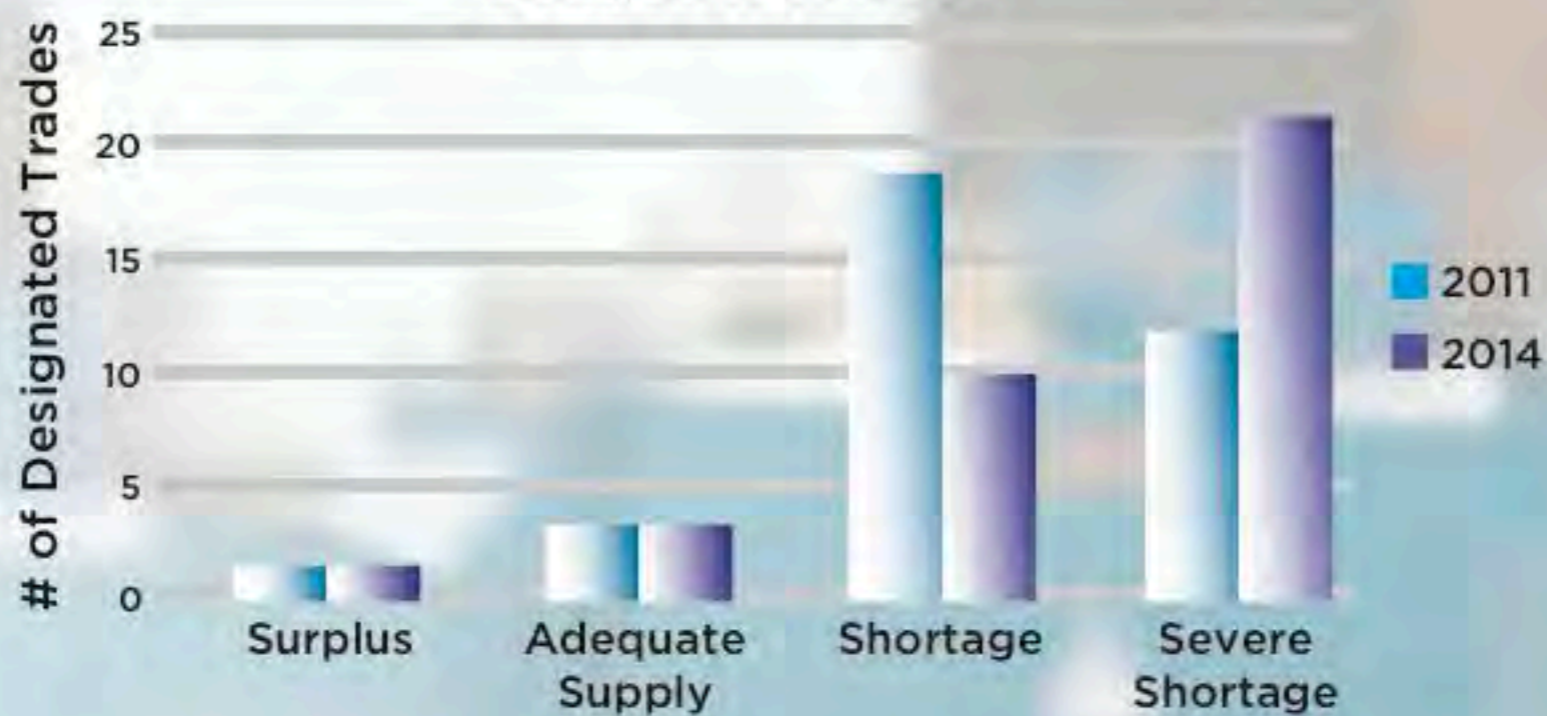
**Web: www.gdins.org
 Twitter: @gdins_org
www.youtube.com/gabrieldumontins**

Apprenticeship Clients Placed with Employers, by Location (n=223)



In 2014, 31 trades in Saskatchewan are expected to have shortage or severe labour shortages. Source: SATCC & Ministry of the Economy. 2011 Report on Labour Market Conditions for the Apprenticeship Trades in Saskatchewan, 2011 to 2014. Regina: SATCC

Skilled Trades: Labour Supply Shortages Sask, 2011 vs 2014



In 2009-2010, there were 8,924 registered apprentices in Saskatchewan. Of these, 13% or 1,160 were Aboriginal. GDI Aboriginal Apprenticeship Initiative increased the number of registered Aboriginal apprentices in the province by 157 (or 13.5%) between 2011 and 2014.

About Gabriel Dumont Institute

The Gabriel Dumont Institute (GDI) is a postsecondary and cultural institution headquartered in Saskatoon, with offices across Saskatchewan. Through partnerships with other institutions including the University of Regina, the University of Saskatchewan, and the Saskatchewan Polytechnic (formerly SIAST), GDI has been offering a variety of accredited educational, vocational, and skills-training programs to the province's Métis people since 1980.

GDI operates as a parent company that owns four incorporated non-profit organizations: Dumont Technical Institute, Gabriel Dumont Institute Training and Employment, Gabriel Dumont College, and Gabriel Dumont Scholarship Foundation. It also offers core programs and services that include the Saskatchewan Urban Native Teacher Education Program, Library and Information Services, Finance and Operations, and GDI Publishing. GDI provides a full suite of opportunities for Métis people in Saskatchewan to receive academic and career counselling, upgrading, a wide variety of post-secondary certification, and connections to in-demand jobs in the labour market, including apprenticeship opportunities.