



# INDIGENOUS SKILLS & EMPLOYMENT TRAINING (ISET) PROGRAM RISK ANALYSIS

*2023 Report Summary for Community*

## What is the ISET Program?

The Indigenous Skills and Employment Training (ISET) program is federally funded by Employment and Social Development Canada. The program provides funding to Indigenous service delivery organizations that design and deliver job training services to Indigenous people in their communities. To learn more about the program, visit: <https://www.canada.ca/en/employment-social-development/programs/indigenous-skills-employment-training.html>

## Who is the ISET program service delivery organization for Métis in Saskatchewan?

Gabriel Dumont Institute's Training and Employment entity (GDITE) is the current Métis service delivery organization for Saskatchewan. The Institute renewed a 10-year (2019-2029), 88-million-dollar contract with ESDC to continue administering the program to Métis people in Saskatchewan. GDI has been the successful agreement holder in all iterations of the program since 2006.

## Why was a GDI ISET Program Risk Analysis Conducted?

The Métis Nation–Saskatchewan formally requested that GDI transfer the ISET agreement to their organization to administer. This goes against their initial support letter from 2018, which stated that the MN-S wished to maintain status quo and continue to direct ISET funding through GDI for Métis citizens. The external risk analysis is a comprehensive look at the program and the impacts a transfer would have on stakeholders.

## When will the proposed transfer take place? And where to find the full risk analysis report?

The Métis Nation–Saskatchewan's proposed transfer date is April 2024.

The following pages are a high-level summary of GDI ISET Risk Analysis Report. To read the full 63-page report plus appendices, please visit [www.gdins.org/reports](http://www.gdins.org/reports).



# TIMELINE OF EVENTS

*Leading up to analysis report*

## FEDERAL LABOUR MARKET PROGRAM TRANSFER

Federal Labour Market Program is transferred from GDI to the Métis political body, then later delivered by Métis Employment and Training (METS), as a political decision to transfer human resource development and services to a regional delivery model. Transfer disrupted all GDI operations and nearly bankrupted the organization.

## PROGRAM AWARDED TO GDI ON PERMANENT BASIS

GDI's board proposes a bid to take over the Federal Labour Market program once again. The bid was fully supported by the Métis National Council and in a Métis Nation—Saskatchewan (MN—S) Provincial Métis Council motion. Support also came from other Federal agencies and community agencies. In 2006, the program was taken over by GDI's Training & Employment (GDITE) entity on a permanent basis.

## MN—S REQUESTS ISET PROGRAM TRANSFER

In December 2022, the MN—S officially requests the transfer by letter to GDI's Executive Director. This proposal could potentially disrupt the flow of funds and services, impacting the Métis community significantly. The proposed transfer presents uncertainties that warrant careful consideration to ensure the continued prosperity and development of the Métis people in Saskatchewan.

1980'S

## FEDERAL LABOUR MARKET PROGRAM TO GDI

GDI accesses federal labour market funding to deliver quality training to prepare Métis workers for in demand jobs.

1990'S

## FEDERAL GOVERNMENT DECLINES RENEWAL

The Federal Government declines the renewal of the agreement with the Métis political body due to chronic administration and delivery problems. METS faced many challenges and issues during its operation, including financial mismanagement, conflicts between local boards and central administration, and issues related to funding allocations.

2006

2006

## MN—S SIGNS 10-YR ISET CONTRACT

In 2018, the MN—S wrote a letter to the Federal Minister of Employment and Social Development Canada to confirm that GDITE would remain responsible for the administration and delivery of the federal labour market program in preparation for a new agreement that would be in place for early 2019. In 2019, the new federal labour market program is officially enacted under the ISET name and granted to GDITE for a 10-year term.

2019

2022

2023

## GDI ISET TRANSFER RISK ANALYSIS CONDUCTED

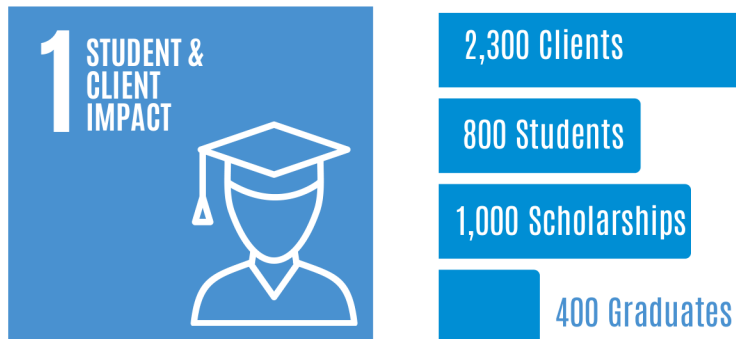
To demonstrate the risks associated with the potential transfer of the ISET agreement, GDI hired Magnaltus Consulting (MC) to conduct a two-month external consultation which included reviewing and compiling Institute-wide client, operational, and financial data. Based on the research, MC produced a scenario-based risk management report with the goal of providing a strategic plan to manage outcomes for the success of all stakeholders.



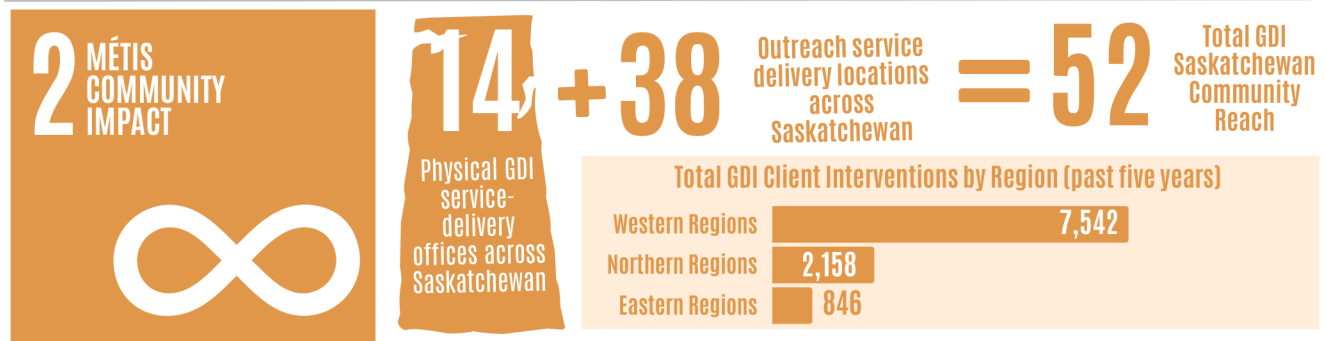
# IMPACT ON KEY STAKEHOLDERS

There are **three** main stakeholders that will be affected by a potential ISET agreement transfer.

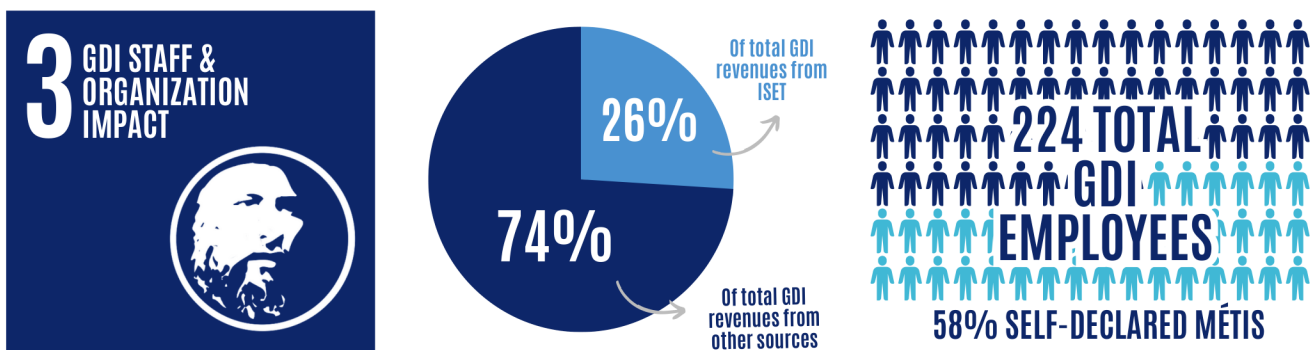
The GDI ISET program is an integral part of the community, providing educational and employment opportunities to benefit the Métis community, education system, and Saskatchewan economy as a whole. As such, any transfer, would have a significant impact on all stakeholders involved; the students and client who depend on the ISET program for their livelihood and future success, the Métis community, and the GDI staff and family of entities that work together to ensure that the program runs smoothly. A transfer could potentially disrupt the community's social and economic stability, creating uncertainty and hardship for many individuals.



The GDI ISET program has achieved the above outcomes as of the 2022-2023 fiscal year. These figures reflect the number of students, clients, scholarships, and graduates that would be immediately during an agreement transfer.



GDI's community-based model ensures that each of the 12 MN-S regions has equitable access per capita to career and employment opportunities. The "Relentless Support Model," developed by GDITE, is a strengths-based model focusing on wrap-around services to support clients throughout their entire journey. It would take years for another organization to establish this level of access and support in this number of communities.



The GDI ISET agreement and programs leveraged through the ISET agreement represents approximately 26% of GDI's total annual revenue. This funding has many critical functions throughout all GDI programs, services, and companies and is essential for the Institute's sustainability and viability.





# IMPACT SCENARIOS

In light of the proposed ISET agreement transfer from GDI to MN—S, a thorough risk analysis was conducted to evaluate its potential impact on stakeholders. The findings revealed that Métis students and clients would be the most vulnerable to the negative effects of this agreement transfer, based on the speculated scenarios. A summary of the most critical aspects of the scenarios and their impacts are presented below:

Possible Scenario	Client	Community	Organization
MN-S subcontracts GDI to administer the program. No changes to the program are required.	Medium-Low Risk  Reduction in students and clients by <b>8-10% (80)</b> in order set-up a reserve fund to cover costs of any payment disruptions.	Low Risk  Transitional delays could reflect poorly on GDI's reputation as a <b>trusted community-based</b> organization.	Medium  Potential long-term staff turnover due to the history related to the mismanagement of METSI. As of 2022-23, <b>48% of GDI staff are long-term.</b>
MN-S requests a 10% governance fee to be collected from the ISET agreement before it is subcontracted to GDI	High  Reduction in students and clients by <b>31% (700)</b> due to inability to service clients as a direct effect of budget cuts and layoffs.	Medium to High  Shut down <b>8 service delivery locations</b> and eliminate outreach services in the <b>38 communities</b> due to budget cuts.	Medium  Reduction in staff by <b>18% (40 staff)</b> , of which 58% (23) will likely be Métis people, due to budget cuts and layoffs.
MN-S requires all ISET clients to be registered MN-S Métis citizens in order to access services	High  Reduction in students and clients by <b>53% (1,178)</b> due to stipulation. Currently, only 47% of GDI clients are registered Métis citizens.	Medium to High  According to 2021 Canada Census, 43% of the SK Métis population are registered. <b>Reducing services for the 57%</b> of self-identifying Métis.	Medium  Reduction in staff by <b>18-25% (40-50 staff)</b> , of which 58% (23) will likely be Métis people, due to the small number of clients that would be served.
MN-S does not subcontract to GDI. Administers the program internally.	High  <b>Immediately impact at least 2,223 students and clients</b> accessing the program.	High  <b>Immediately impact at least 57%</b> of the entire Saskatchewan Métis community who self-identify as Métis.	High  Reduction in staff by <b>44% (100 staff)</b> , of which 58% (58) will likely be Métis people due to program cut.