



# REQUEST FOR PROPOSAL (RFP)

Impact Study of a 20-Year Métis Employment and Training Program

*Date Issued: May 15, 2026*

**ISSUED BY:**

Gabriel Dumont Institute Training and Employment

917 22nd Street West

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**Proposal Closing Date: July 10, 2026**

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## BACKGROUND

Gabriel Dumont Institute Training and Employment (GDITE) invites proposals from qualified research organizations, academic institutions, and Indigenous-led consulting firms to undertake a comprehensive impact study of a Métis employment and training program delivered over the past twenty years.

The program has provided employment services, training supports, career development programming, and labour market initiatives to Métis citizens across Saskatchewan. Over two decades, the program has supported thousands of participants through skills training, education pathways, employment placement, and career advancement initiatives.

As the program enters a new stage of development, GDITE seeks to better understand the long-term impacts and value of the program, including economic outcomes, labour market participation, entrepreneurship, wealth creation, and broader social and community effects.

In addition to informing future programming at GDITE, this study may contribute to broader knowledge regarding Indigenous workforce development, Métis economic participation, and the role of long-term training and employment programs in supporting Métis economic self-determination and nation-building. As one of the longest-standing Métis employment and training initiatives in Canada, the program represents a significant opportunity to generate insights that may inform future workforce development policy, Métis labour market programming, and economic development strategies.

The study will inform future program development, strategic planning, and policy discussions related to Métis workforce development.

## PURPOSE OF THE STUDY

The purpose of this study is to assess the long-term impact and overall value of the program over its twenty-year history.

The study will examine:

- Economic and employment outcomes for program participants;
- Educational and career development outcomes;
- Entrepreneurship and wealth creation outcomes;
- Social, family, and community impacts;
- The overall effectiveness and evolution of the program model.

The study should generate evidence to inform future Métis employment and training programming and contribute to broader discussions regarding Indigenous workforce development, economic participation, and the role of workforce development initiatives in supporting long-term Métis economic and institutional nation-building.



## STUDY OBJECTIVES

The objectives of the study are to:

1. Assess the long-term employment and economic outcomes experienced by program participants.
2. Examine the program's role in supporting education, training, and career development.
3. Evaluate the extent to which the program has contributed to entrepreneurship, self-employment, and wealth creation.
4. Identify broader social, family, and community impacts resulting from participation in the program.
5. Analyze the overall effectiveness and reach of the program over time.
6. Identify lessons learned and opportunities for future program improvement.
7. Estimate the broader economic and social value generated by the program.
8. Examine the extent to which the program has contributed to strengthening Métis economic participation, leadership development, and broader nation-building capacity.

## SCOPE OF WORK

The successful proponent will design and undertake a comprehensive impact study examining multiple dimensions of program outcomes over the past twenty years. All submissions will be opened and evaluated in confidence. All documents, reports, and deliverables related to the report shall become the property of GDITE, unless otherwise agreed. And proponents must disclose any actual, potential or perceived conflict of interest.

The study should include analysis across the following core areas.

### 4.1 Employment and Labour Market Impact

The study should examine how participation in the program has influenced employment outcomes and labour market participation.

Areas of analysis may include:

- Employment outcomes for participants,
- Job retention and employment stability,
- Wage progression and income growth,
- Employment in fields related to training received,



- Transitions from unemployment or income support to employment,
- Career advancement over time.

## **4.2 Education, Skills, and Career Development**

The study should assess how the program has contributed to participant skills development and educational attainment.

Areas of analysis may include:

- Training completion rates,
- Certifications and credentials earned,
- Transitions to post-secondary education,
- Improvements in employability and job readiness,
- Career progression following participation.

## **4.3 Entrepreneurship and Wealth Creation**

The study should examine the extent to which the program has contributed to entrepreneurship, self-employment, and long-term economic advancement.

Areas of analysis may include:

- Rates of self-employment among participants,
- Number and types of businesses started by former participants,
- Employment generated by participant businesses,
- Income growth and economic mobility,
- Indicators of financial stability and asset-building where feasible,
- Contributions to local or regional economic development.

## **4.4 Social, Family, Community and Nation-Building Impact**

The study should examine broader impacts of the program beyond labour market outcomes.

Areas of analysis may include:

- Participant well-being and quality of life,
- Family economic stability,
- Reductions in employment barriers,
- Increased confidence and career aspirations,
- Community engagement and leadership development,



- Broader community perceptions of the program contributions to Métis economic self-determination and community capacity,
- The role of workforce development in supporting long-term Métis institutional and nation-building efforts.

## 4.5 Program Reach, Design, and Effectiveness

The study should examine how the program has evolved over time and identify key lessons for future programming.

Areas of analysis may include:

- Number and characteristics of participants served,
- Accessibility of programming across regions and populations,
- Effectiveness of different program interventions,
- Partnerships with employers, training providers, and communities,
- Alignment with labour market demand,
- Lessons learned over the twenty-year history of the program.

## METHODOLOGY

Proponents must propose a rigorous mixed-methods research design appropriate for evaluating long-term program impacts.

Proposed methodologies may include:

### Quantitative Analysis

- Analysis of administrative and program data.
- Participant outcome tracking.
- Employment and earnings analysis.
- Cost-benefit analysis or Social Return on Investment (SROI).
- Labour market analysis.

### Qualitative Research

- Interviews with past program participants.
- Focus groups with participants and community members.
- Interviews with program staff, employers, and partners.
- Case studies illustrating participant experiences and outcomes.



Where feasible, proponents may also propose comparative or benchmark analysis using external labour market data.

Researchers should clearly describe assumptions, data limitations, and modelling approaches used in estimating long-term impacts. Proponents may propose a representative sampling strategy.

## MÉTIS RESEARCH APPROACH

Given the Métis focus of the program, proponents should demonstrate experience conducting research with Métis organizations or communities.

Proposals should outline how the study will:

- Incorporate Métis -informed research approaches;
- Respect principles of relational accountability and ethical research engagement;
- Ensure meaningful engagement with Métis participants and communities;
- Appropriately interpret findings within a Métis governance, economic development, and nation-building context.

## DELIVERABLES

The successful proponent will be expected to produce the following deliverables:

1. **Project Work Plan and Detailed Research Methodology**
2. **Data Collection Instruments** (survey tools, interview guides, etc.)
3. **Interim Progress Report**
4. **Draft Final Report**
5. **Final Impact Study Report**, including:
  - a. Executive summary,
  - b. Detailed methodology,
  - c. Economic analysis,
  - d. Employment and career outcomes,
  - e. Entrepreneurship and wealth creation findings,
  - f. Social and community impacts,
  - g. Program lessons and recommendations.
6. **Presentation of Findings** to organizational leadership and stakeholders
7. **Public-Facing Summary or Policy Brief**

Optional deliverables may include:

- Infographics or communications materials
- Data visualizations or dashboards



## TIMELINE

The anticipated timeline for the project is as follows:

Milestone	Timeline
<b>RFP Issued</b>	May 15, 2026
<b>Deadline for Questions</b>	June 25, 2026
<b>Proposal Submission Deadline</b>	July 10, 2026
<b>Selection of Successful Proponent</b>	July 22, 2026
<b>Project Initiation</b>	August 5, 2026
<b>Interim Findings</b>	October 15, 2026
<b>Final Report Submission</b>	November 30, 2026

The anticipated duration of the study is approximately 6-9 month.

## PROPONENT QUALIFICATIONS

Proponents should demonstrate:

- Experience conducting program evaluations or impact studies.
- Expertise in economic or labour market analysis.
- Experience conducting mixed-methods research.
- Experience working with Indigenous organizations or communities.
- The capacity to complete the study within the proposed timeframe.

Partnerships between academic institutions and Indigenous-led research organizations are encouraged.

## PROPOSAL SUBMISSION REQUIREMENTS

Proposals should include the following components:

1. Organizational profile and relevant experience.
2. Proposed research methodology and study design.
3. Project work plan and timeline.
4. Description of the project team and qualifications.
5. Proposed budget and cost breakdown.
6. Examples of similar research or evaluation projects completed.

## EVALUATION CRITERIA

Proposals will be evaluated using the following criteria.

Criteria	Weight
<b>Relevant Experience</b>	25%
<b>Quality and rigor of methodology</b>	30%



<b>Understanding of Métis research approaches</b>	20%
<b>Project team expertise</b>	15%
<b>Budget and value for money</b>	10%

## BUDGET

Proponents must provide a detailed project budget outlining anticipated cost, including:

- Professional fees.
- Research and data analysis costs.
- Participant engagement activities.
- Travel expenses.
- Reporting and presentation costs.

## SUBMISSION INSTRUCTIONS

Proposals must be submitted electronically to:

### **Tavia Laliberte**

Director- Gabriel Dumont Institute Training and Employment

tavia.laliberte@gdins.org

Proposal submissions must be received no later than:

**July 10th, 2026**

Late submissions may not be considered.

## ADDITIONAL INFORMATION

GDITE reserves the right to:

- request clarification from proponents
- negotiate scope or budget with the selected proponent
- not award the contract if proposals do not meet organizational requirements

