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Pride Perseverance Possibilities



GDI Communicator

The GDI Communicator is an internal newsletter intended to increase communication between management and staff of the Gabriel Dumont Institute of Native Studies and Applied Research

In this issue:

Gabe & Louis: The Stowaway Pigeons

Métis Veterans Monument to be Unveiled July 19

Sask Celebrates National Aboriginal Day

Understanding Apprenticeship Non-Completion

Highlights:

Enhancing Employee Engagement 1

Partnering for Success: GDI & Gabriel Housing 2

DTI Gets More ABE Funding 4

Payroll Cutoff Calendar 5

Enhancing Employee Engagement at the Workplace

By Jim Edmondson

Employee engagement is the rational, motivational and emotional state that leads employees to higher levels of performance. An engaged employee is one who is fully committed and enthusiastic about their work and what the organization does; thus tending to act in a way that furthers the organization's interests. In this case, the Gabriel Dumont Institute's services to Métis students and community in general. Engaged employees understand the organizations objectives and their role in fulfilling those objectives. They are passionate about what they do, have a strong desire to see the organization succeed and are motivated to go above and beyond in their jobs.

Engagement should not be confused with employee satisfaction or motivation. While it encompasses these factors it is distinctly different. Often motivation is linked to rewards such as wage, benefits or some other tangible item and employee or job satisfaction is, quite simply, how content or satisfied employees are with their jobs. Job satisfaction is typically measured using such variables as compensation, workload, flexibility, teamwork, and resources. Although these factors are crucial to employee recruitment and retention they do not necessarily address engagement of employees.

Engaged employees care about the future of the organization and are willing to invest extra, discretionary effort to ensure the organization's success. They feel a strong emotional bond to the organization that employs them which results in higher productivity, retention, morale and lowers absentee rates. Studies have shown that engaged employees achieve 30% more output than expected, are 38% more likely to be innovative in problem solving and are 70% more committed to the organization. Further, engaged employees believe that they can positively impact the organization's products or services.

There are numerous factors, known as drivers, which are thought to influence and increase overall engagement. By encouraging and managing these drivers we can increase employee engagement levels and how well we achieve the Institute's objectives. The drivers of employee engagement include: the organization's mandate, vision and values. Are the employees inspired by what the Institute stands for? Do they see it in practice? Leadership that is inspirational and charismatic. Do employees see the management walk

the walk? Perception of job importance - the employee's attitude towards the job's importance and the Institute is crucial to engagement, loyalty and service provision.

Professional development and career advancement opportunities: Do the employees have opportunity to develop their skills? Does the Institute encourage and support career advancement of its employees?

Communication: Does the Institute communicate expectations, requirements and performance (good or bad) to employees? Is two-way communication encouraged?

Empowerment: Do employees feel empowered; do they feel their input is valued?

For all Institute staff, if we rely on the strength of GDI's corporate culture as well as its mandate and values, employee engagement will be much easier to attain. It's crucially important that we all operate/live by the Institute's core values, if we are all working towards a common goal or set of objectives we have a competitive advantage.

While it is difficult to measure engagement, organizations often utilize employee surveys to gauge engagement and job satisfaction. GDI is currently developing surveys that will help measure these subjects. Robbie Walliser will contact each Institute employee in the near future with details of how they can access the surveys and participate.



Gabe & Louis: The Stowaway Pigeons

By Ashley Hayden-Ross



Ryan McLeod (r) and Arnold Racette Attempting to rescue two young Pigeons found in the storage unit

On a cool spring morning, a new sea-can (c-can) storage unit was delivered at the Gabriel Dumont Institute building in Regina. Arnold Racette soon realized that two baby pigeons were stuck up on top of the unit. They must have come with the c-can - they were stowaways. Clearly, their mom wasn't coming to collect them; so, Arnie and Gareth Griffiths suggested that we call the Humane Society.

The Humane Society said that they do not deal with birds and referred us to the City of Regina. The City said that all they could do is come and collect the pigeons. I asked what they would do with them afterwards and they said they will just "put 'em to

sleep." If we just left them up there they would die of heat exposure anyway. It was then that Suzanne DePeel declared that she would adopt the pigeons.

Soon the rescue crew grew to include Arnie, Darcie DeBruyne, Jacqueline Halliday, Ryan McLeod, Suzanne and myself.

Armed with a broom, a couple of boxes and a ladder, we made our way to the c-can. Arnie raised the ladder and proceeded to walk up. When he got to the top, one of the pigeons freaked out and took a deadly, flying jump off of the c-can. Despite being unable to fly, the little guy landed gracefully on the ground and ran in between the building and the c-can. The other

pigeon was apprehended without incident.

The crew nominated me to squeeze in between the c-can and the building with a broom to shoe the little guy out while Darcie waited on the other end to get it into a box. After several tiring attempts, the rescue operation was declared successful.

We made them a comfortable bed in the box and gave them some water until Suzanne was able to take them home. Ryan printed off "how to take care of a pigeon" instructions for her to take as well. Arnie even grew fond of the two stowaways and decided they needed names: Gabe and Louis. The two have since hitched a ride with Suzanne to Prince Albert and are happily nesting in a shed.



Partnering for Success: GDI and Gabriel Housing

By James Oloo

Two Métis organizations with different missions and serving different client groups can collaborate for a common good, namely to serve the Métis community with a goal of building a better future. The organizations are Gabriel Dumont Institute and the Gabriel Housing Corporation.

Since its founding in 1981, Gabriel Housing Corporation has been serving Métis community in Regina by providing low income and affordable housing to those who need it most.

With a portfolio of over 310 housing units, Gabriel Housing Corporation provides housing to

hundreds of families, as well as women, children, men and youth who are victims of violence, and/or at risk of violence due to homelessness. Further, it often participates in and assists community events.

The Corporation has an ongoing partnership with GDI. During the GDSF Annual Golf Tournament in 2013 and 2014, it was one of the sponsors and also sent a team to participate in the tournaments.

In April 2014, the Corporation was approached about a donation to support the efforts of "The Healing Hearts Ministry," a non-denominational ministry/church working among the less advantaged

peoples of Regina. It helped by purchasing tickets to the Ministry's fundraising steak night.

It then donated 14 steak night tickets to GDI Regina students. The students were very happy and excited to go to the well attended and successful event and have expressed their gratitude to the Gabriel Housing Corporation.

The Gabriel Housing Corporation President Ray Hamilton said, "We have enjoyed our involvement with GDI to date and anticipate this to continue." The Corporation is a member organization of the Métis Urban Housing Association of Saskatchewan Inc. For more information please visit

www.gabrielhousing.ca



Two pigeons after being rescued by Gabriel Dumont Institute staff in Regina
Photos by Ashley Hayden-Ross



Métis Veterans Monument to be Unveiled on July 19

By James Oloo

After years of hard work and dedication by several Métis individuals and organizations including GDI staff, Métis artists and scholars, Métis veterans, families and friends, the dream of having a Métis Veterans Memorial Monument at Batoche, SK is finally becoming a reality.

On July 19, 2014, the Métis Veterans Memorial Monument will be unveiled to the public at the Batoche Memorial Garden in Batoche at 10:30 a.m. The monument is a national tribute honouring over 7,000 Métis servicemen and servicewomen from across Canada who have served our country.

Thousands of Métis soldiers were involved in action and endured hardship in the South African ('Boer') War (1899-1902), World War I (1914-1918), World War II (1942-1945), and the Korean War (1950-1953). They served with honour and distinction in all branches of the Canadian military both in foreign lands to defend the sovereignty and freedom of allied nations, as well as at home.

Their heroic acts and sacrifice earned them many decorations for bravery, respect and enduring friendship of fellow servicemen and servicewomen, as well as the admiration and appreciation of Canadians. Many made the ultimate sacrifice so that all Canadians might live in peace and freedom in this beautiful land.

Métis veterans occupy a point of honour at all Métis gatherings and cultural events. Batoche is a sacred site to the Métis and therefore a fitting site for people to gather, to remember, and to honour Métis veterans. The Métis Veterans Memorial Monument unveiling ceremony will be held during the annual Back to Batoche Festival that takes place from July 17-20, 2014. The site of the Memorial Garden was officially designated in July 2010 at a ceremony that was attended by the Honourable John Duncan, then Minister of Aboriginal Affairs and Northern Development Canada.

Gabriel Dumont Institute leads fundraising efforts for the Monument and issues tax receipts on behalf of the project. To date, over \$235,000 has been raised including contributions from Veteran

Affairs Canada, Clarence Campeau Development Fund, Saskatchewan Community Initiatives Fund, and donations from individuals, businesses, and service organizations.

Back to Batoche Days welcomes Métis, First Nation, and non-Aboriginal people to share the Métis Nation's commemoration of their cultures, traditions and heritage. Thousands of people attend the festival each year. This year, 80 young women and men known as 'Honour Runners' will be running 100km from Saskatoon to Batoche in tribute to Métis veterans.

May it always be that across the Métis homeland and throughout the land of Canada the Métis veterans are never forgotten and that they and their sacrifices for freedom are honoured.

Veterans' names and information can be sent to veterans@gdins.org. For more information please contact Rhonda Pilon at (306)657-2241; Rhonda.Pilon@gdi.gdins.org or visit <http://www.backtobatoche.org>.



Saskatchewan celebrates National Aboriginal Day

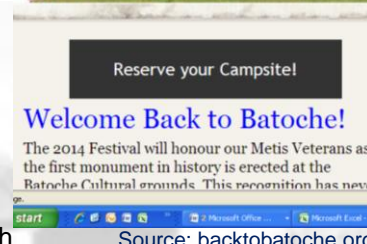
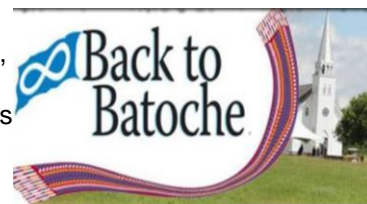
By James Oloo

It was in 1982 when the National Indian Brotherhood (now the Assembly of First Nations) proposed that the summer solstice - the longest day of the year - be recognized as National Aboriginal Solidarity Day. In 1996, Governor General Romeo LaBlanc proclaimed June 21 as National Aboriginal Day.

The day marks a time to honour the cultures and recognize the outstanding achievements of the Métis, First Nations, and Inuit peoples. It also provides all Canadians with an opportunity to celebrate the rich contributions of Aboriginal people to Canada - both in the past, and in the present.

This year's National Aboriginal Day celebrations were held across Saskatchewan and

included varied and exciting events such as powwows, games, children's activities and cultural demonstrations. In Prince Albert, the celebrations held at the Kinsmen Park included a March for Missing Aboriginal Women and an attempt at the World Record Book's Largest Round Dance. In Saskatoon, the Indian-Métis Friendship Centre served free lunch of soup and bannock at the Bessborough Gardens.



Source: backtobatoche.org

Follow Gabriel Dumont Institute on Twitter for live tweets about Back to Batoche 2014 at [@gdins_org](https://twitter.com/gdins_org)



Edwin St. Pierre
Métis Veteran, Canadian Forces
Photo by Envoguephotography.ca



Dumont Technical Institute Gets More ABE Funding

By James Oloo

On Monday June 17, 2014, Gabriel Dumont Institute and the Government of Saskatchewan held a media event at the GDI Regina Campus to highlight the importance of Adult Basic Education (ABE) programming and announce funding increase to Dumont Technical Institute and other ABE providers in the province. With the additional funding by the Provincial Government, Dumont Technical Institute receives a 10% increase in ABE funds (about \$200,000) for the 2014-2015 program year.

The funding will be used to increase access for the clients in need of these services within Saskatchewan. This will create more opportunities for Métis people to get knowledge and skills that are necessary to succeed in higher education and in the labour market.

Dumont Technical Institute Director Brett Vandale welcomed Honourable Jeremy

Harrison, Associate Minister of the Economy to the GDI Regina Campus where the event took place. Citing the GDI - commissioned 2011 Howe Report, *Bridging the Aboriginal Education Gap in Saskatchewan*, Brett noted that a Métis individual who achieves a certificate, diploma, or university degree has a cumulative lifetime earnings of 2-3 times greater than a Métis person who does not have a high school diploma.

Hon. Harrison pointed out that "With record investments into Adult Basic Education, our government is fulfilling our promise in the *Plan for Growth* to eliminate the ABE waitlist by 2015." With the additional funding to Dumont Technical Institute and other colleges in the province, the Government of Saskatchewan is providing \$25 million in ABE funding for 2014-2015 representing a 9.1% increase in ABE funding over 2013-2014 and supporting a total of 700 new opportunities. This means "increasing the ABE seats available to 8,580

and increasing the accessibility of these programs" Harrison said.

Brett reminded the audience that "ABE is a key educational tool to enable our people, who have struggled with mainstream education system, to have access to a learning environment that helps them secure necessary credentials and gain meaningful employment."

ABE encompasses a wide range of services, credit, and non-credit programs designed for adult learners. Other funding for adult education and skills training would include support for early childhood education, northern training programs and certain short-skills programming at the Regina and Saskatoon Trades and Skills Centres. For more information please contact Claudette Moran at claudette.moran@dti.gdins.org or (306) 242-6070. 🌐



Frank Tompkins
Métis Veteran
Canadian Forces



Jim Durocher
Metis Veteran, Canadian Forces
Photos by Envoguephotography.ca

Understanding Apprenticeship Non-completion

By James Oloo

Alice Bednarz of Australia's National Centre for Vocational Education Research recently produced an occasional paper titled *Understanding the non-completion of apprentices*. She states that 50% of all apprenticeship contracts in the trades are not completed. Bednarz examines the issue of non-completion from various angles, including apprentices' self-reported reasons for non-completion, employer traits, and apprentices' and employers' satisfaction with the training provider.

Unlike GDI Apprenticeship Initiative that focused on Aboriginal clients, Bednarz's study examines apprenticeship programming in general in the Australian context. Her study findings will enable us to continue conversation about non-completion of apprenticeship programs. To this end, this article presents a brief overview of the research by Bednarz.

Apprentices tend to leave their apprenticeship contract early on: 60% of those who leave do so within the first year and 20% within the first six months. The main reasons for apprentices

not completing their training include: employment-related problems, especially trouble with the supervisor or colleagues; being made redundant; not liking the work/not being suited to the work; low wages; a lack of support; and personal reasons, such as family issues and problems with transportation.

Employment-related issues are the most commonly cited reasons for not completing an apprenticeship.

Continued on Page 5.



Apprenticeship Non-completion ... continued from Page 4

On the other hand, issues with the off-the-job training are the least frequently cited reasons for not completing an apprenticeship.

There is a significant difference in completers' and non-completers' satisfaction with their employment experience overall. Most of the completers (80%) are satisfied with the employment experience overall, compared with just 42% of non-completers. This implies that the employment experience is correlated to whether an apprentice stays or quits.

There is conflicting evidence on the importance of wages. Bednarz found that low wages are not the

most common reason for non-completion, but they are nonetheless one of the top few factors. She suggests that an increase in wages alone is unlikely to solve the problem of low completion rates, since multiple factors are often to blame.

Apprentices with a passion for the trade tend to have higher completion rates than those who 'fell into an apprenticeship' or were ambivalent about their decision to begin one.

The best completion outcomes are achieved by employers with high training capacity, who can offer mentoring support, formal and structured programs, good working conditions and generous wages.

The study found that between 75% and 80% of non-completing apprentices were employed, with 60% employed full-time and 15% part-time. However, just 7% of non-completers are employed with the same employer and / or in the same trade as their apprenticeship, compared with 50% of completers.

These findings suggest a number of ideas for future policy developments, such as encouraging more rigorous recruitment and pre-apprenticeship counselling practices; providing greater support for employers; and providing greater mentoring support for apprentices, particularly in the early stages of their apprenticeship. For more information please visit www.ncver.edu.au.



Photo by Envoguephotography.ca

Payroll Cutoff Calendar, July 2014

By Carmala Thiessen and Veronica Verzonowski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1 Canada Day Stat Holiday	2	3 Accounts Payable Cheque Run	4 Cutoff @ 4:30 for A/c Payable Invoices	5
6	7	8 Cutoff @ 3:00 for Stop Payments on Student July 11 Direct Deposits	9 Cutoff @ 4:30 for TMS & Payroll Revisions for July 15 Payday	10 Accounts Payable Cheque Run	11 Student Payday Cutoff @ 4:30 for A/c Payable Invoices	12
13	14 Cutoff @ 4:30 for July 25 Student Payroll	15 Staff Payday	16	17 Accounts Payable Cheque Run	18 Cutoff @ 4:30 for A/c Payable Invoices	19
20	21	22 Cutoff @ 3:00 for Stop Payments on Student July 25 Direct Deposits	23	24 Accounts Payable Cheque Run	25 Student Payday Cutoff @ 4:30 for A/P Invs., TMS & Payroll Revisions for July 31 Payday	26
27	28 Cutoff @ 4:30 for Aug 8 Student Payroll	29	30	31 Staff Payday Accounts Payable Cheque Run		

Employee contracts due prior to payroll cutoff date.



Gabriel Dumont Institute/Dumont Technical Institute

917 22nd Street West
Saskatoon, SK
S7M 0R9

PHONE:
(306) 242-6070

FAX:
(306) 242-0002

E-MAIL:
general@gdi.gdins.org

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GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research

GDI Locations

GDI Central Office Saskatoon

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

GDI Publishing Saskatoon

2—604 22nd Street West
Saskatoon SK S7M 5W1
Phone: (306) 934-4941
Fax: (306) 244-0252

GDI Finance and Operations

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 975-0903

DTI Central Office Saskatoon

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

Toll Free (DTI):
1-877-488-6888

SUNTEP Prince Albert

48 12th Street East
Prince Albert, SK
S6V 1B2
Phone: (306) 764-1797
Fax: (306) 764-3995

SUNTEP Saskatoon

Room 7 McLean Hall
University of
Saskatchewan
106 Wiggins Road
Saskatoon, SK S7N 5E6
Phone: (306) 975-7095
Fax: (306) 975-1108

SUNTEP Regina

Room 227 College West
University of Regina
3737 Wascana Parkway
Regina, S4S 0A2
Phone: (306) 347-4110

GDI Training and Employment Central Office

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 683-3508

Toll Free (T&E):
1-877-488-6888
Fax: (306) 347-4119

GDI Library Regina

Room 218 College West
University of Regina
3737 Wascana Parkway
Regina, S4S 0A2
Phone: (306) 347-4124
Fax: (306) 565-0809

<http://gdi.voyager.uregina.ca/>

GDI Library Prince Albert

48 12th Street East
Prince Albert, SK
S6V 1B2
Phone: (306) 922-6466
Fax: (306) 763-4834



GDI Mission:

To promote the renewal and the development of Métis culture through research, materials development, collection and the distribution of those materials and the development and delivery of Métis-specific educational programs and services.



GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research