



*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*

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## GDI Apprenticeship Gets \$3.1M in Federal Funding

By James Oloo

February 13, 2015 was a nice day at the Gabriel Dumont Institute, Saskatoon. The hard work and tireless efforts by GDI Training and Employment and Western Economic Diversification Canada staff that had been going on behind the scenes was capped by a funding announcement by Kelly Block, Member of Parliament for Saskatoon-Rosetown-Biggar.

On behalf of the Honourable Michelle Rempel, Minister of State for Western Economic Diversification, Ms. Block announced a \$3.1 million federal funding to help train 150 new Aboriginal apprentices in trades experiencing a shortage of skilled workers, as identified by local industry and the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC). Among the trades Ms. Block identified are boilermakers, bricklayers, automotive technicians, electricians, and plumbers. She stated that,

"Our Government is pleased to invest in trade apprenticeship opportunities for Aboriginal peoples through the Gabriel Dumont Institute. This program helps address the need for qualified individuals across a wide variety of in-demand trades, while also helping to bridge the gap from skills training to employment for Aboriginal peoples."

Glenn Lafleur, the Vice Chair of the Gabriel Dumont Institute Board, thanked the federal government for the funding and said that "The new funding will enable us to partner with businesses across Saskatchewan to take on more Aboriginal apprentices who will have opportunities to acquire marketable skills and get well-paying jobs; and the province will be able to reduce its skilled labour shortage."

According to an Employment and Social Development Canada report, Saskatchewan's unemployment rate was 3.9% in 2014, while the unemployment rate for the province's Aboriginal population was 10.9%. The new funding is therefore very timely because, as GDI has repeated shown, enabling Aboriginal people get marketable skills is a key step in enhancing Aboriginal participation in the labour market.

The last time Ms. Block held a joint press event with GDI was in June 2011 when she announced a \$2.1 million funding for a three-year GDI Aboriginal Apprenticeship Initiative under the federal Skills and Partnerships Fund. The Initiative, which ended in March 2014, was very successful and met or exceeded all its targets

including placing over 220 clients with employers, 157 of whom were indentured with the SATCC as apprentices. The new funding from the Western Economic Diversification for apprenticeship training will therefore help build on the GDI Training and Employment's success with its apprenticeship programming.

Mike Natomagan, the Mayor of Pinehouse and President of Pinehouse Business North, was also at the announcement. He described the new funding as "a major push forward for all of us, especially in the North. Many people will be retiring from the mine sites close to Pinehouse ... This announcement brings us opportunity for our young people." Pinehouse Business North has been working closely with GDI to provide training and employment services to Aboriginal people.

Norman Fleury opened the event with a prayer. GDI Training and Employment Director Lisa Wilson was the MC. The function was very well attended and received wide media coverage. Saskatoon Tribal Council, the City of Saskatoon, and SATCC were represented at the announcement. Various industry representatives, GDI staff and students, and members of the community were also on hand for the announcement. 



Sask Book Awards 2015



GDI Training & Employment Director Lisa Wilson After announcing the 2015 Sask Book Awards Nominees February 13, 2015

## Job Satisfaction: Myth or Reality?

By Jim Edmondson

How many times have you been talking about your job with someone, and they say: "I hate my job"? A lot of people openly admit that they don't like their jobs and that they would quit if they could afford to. They won't admit this to their supervisors, but they will admit it to just about anyone else who will listen. The question that puzzles HR professionals is; why are so many people disenchanted with their jobs and so open about their negative feelings, instead of doing something to improve their job satisfaction?

We all work in one way or another. It's a big part of what defines us as individuals. When you see someone who is unhappy or unfulfilled in their job, they have not achieved the reality of a 'satisfying and rewarding life'. The question then becomes, why don't more people enjoy their work? Satisfaction comes from spending the hours of your day in ways that truly fulfill you, and you spend a large portion of your day at work, so job satisfaction is crucially important. Yet, a lot of people seem to have settled in or are mired in a job that doesn't challenge or excite them, because the pay is decent or it's just too inconvenient to look for a new/better one. Since you are going to spend a large part of your life at work, shouldn't job satisfaction be just as important as compensation?

It's very important that your job gives you satisfaction in some way. There are numerous benefits to job satisfaction; many of them are critical to our overall health. First on this list is that being satisfied in your job fosters a sense of pride in your work, knowing that what you

are accomplishing is something of value. Another important benefit is that it motivates you to get out of bed in the morning because you know your job and what you do in it is beneficial to others. This promotes a positive outlook on the day and to others. A satisfying job gives you something to focus on besides the money. Possibly, the most important benefit that job satisfaction provides is that it promotes a healthy, balanced lifestyle, keeping stress levels in check.

The million dollar question then becomes, how do you get satisfaction from your job, or how do you go about finding a job that gives you a sense of satisfaction? Below are tips that will contribute to your gaining greater job satisfaction:

*Realize that the organization needs you and the role you play.* It's too often easy to wonder why you're even bothering to perform this job when no one seems to appreciate what you do. No job is inconsequential, there's always someone who relies on you, no matter what type of work you do. The staff and students need custodians to ensure that our facilities are in safe and healthy condition. Our students and clients rely on the Counsellors and Faculty to provide them with the resources to better their lives. No matter what job you have, there are always people out there who are relying on you to do your job right. Your work is contributing to the quality of their lives somehow. So recognize that there are those who need you to do a good job. People depend on you to deliver the goods and

to be consistent about it. Please don't let them down.

*Plan out and organize your day.* Do you ever find that your day disappears as quickly as it arrived because you got bogged down with a minor task that seemed like an emergency? These minor distractions can prevent you from tackling the more meaningful projects, which would provide a greater sense of job satisfaction.

The best way to deal with this is by planning out your day in advance whenever possible. At the end of your day, decide what major projects you want to make room for tomorrow. What big thing could you tackle that would make a difference for you, our clients and the Institute. Plan out how you'll address that issue(s), and then do your best to stick to that plan no matter what minor distractions pop up.

*Put some variety in the job, mix it up.* Consistency is a crucial factor for any job, but oftentimes monotony drains your enthusiasm. It drags you down, it makes you tired early in the day, and it defeats any motivation you have for the job.

In order to gain variety and spice in the job, mix it up! Do something different! Step out of your routine, comfort zone and take a fresh look at things. Try and figure out what's driving you to boredom.

Sometimes minor chores can be eliminated or consolidated. Look for ways to inject some variety into your day, even if it's something as simple as taking a different route to work.

*Continued on Page 4.*



GDI Publishing Director Karon Shmon (L), David Morin, Angela Caron, and Norman Fleury. Angela's book, *Manny's Memories* (co-written With Ken Caron) was Nominated for the City of Saskatoon and Public Library Saskatoon Book Award

Photos by James Oloo



## Métis Employment Rates Highest In Western Provinces

By James Oloo

In December 2014, Statistics Canada released a [report](#) titled Labour Force Characteristics of the Métis: Findings from the 2012 Aboriginal Peoples Survey. The study profiles the labour market characteristics of Métis aged 15 years and over across Canada. In 2011, 451,790 people reported Métis identity, accounting for 32.3% of the total Aboriginal Identity population and 1.4% of the total population in Canada.

The employment rate of the Métis population (defined as the number of employed persons as a percentage of the population aged 15 years and over) was 60.7% compared with 61.8% for the Canadian population. The report shows that Métis employment rates were highest in the western provinces: Alberta (68.1%), Manitoba (67.6%), British Columbia (66.1%) and Saskatchewan (65.9%) all above the national average of 61.8%.

In general, the most common occupation for Métis workers was sales and services accounting for 29.5% of the employed Métis population across Canada. Among Métis females, the most common occupation was in sales and service jobs (36.2%) followed by

business, finance and administration (24.4%). For Métis men, trades, transport and equipment operators and related occupations was the most popular employment sector (34.7%).

A key feature of the 2012 Aboriginal Peoples Survey was using targeted questions to measure methods of job search and challenges in finding jobs. The most commonly reported methods of searching for jobs were: by contacting potential employer(s) directly (58.5%) and by searching the Internet (57.8%). About one in five (20.1%) Métis searched for work through friend(s) or relative(s). Surprisingly, 28.9% of unemployed Métis reported not knowing what type of job they wanted, while 22.8% reported not knowing where to look for work.

The report noted that while the Métis labour market characteristics resemble those of the general population in Canada, the Métis have a relatively young and growing population, hence represents an emerging force within the country's labour market.

At 10.3%, the unemployment rate (that is, the number of the unemployed as a percentage of the labour force) for Métis was higher than that of the Canadian population as a whole (7.2%). Among the Métis who were unemployed, key factors identified as

frustrating their attempts to find work included: a shortage of jobs (62%), lack of experience required for available jobs (51%), and not having enough education or training for available jobs (48%).

While this survey was Canada-wide and Saskatchewan-specific results are not available yet, it has implications for the work we do at the Gabriel Dumont Institute. It is not surprising that overall, employment outcomes for the Métis is similar to that of the general population; or that a significant proportion of Métis males work in trade-related occupations; or even that the Métis population is significantly younger and so the trend is likely to continue. What is surprising is the employment readiness (in terms of having marketable skills) and job search techniques used by many Métis people without work.

This points to the important work being done by GDI Training and Employment through various interventions that enable our clients to either pursue further training or join the labour force. To learn more about interventions provided by GDI Training & Employment for Saskatchewan's Métis, please contact Audrey Blondeau at [Audrey.blondeau@gdite.gdins.org](mailto:Audrey.blondeau@gdite.gdins.org). More information on characteristics of Métis workers is available by clicking on the following link:

<http://www.statcan.gc.ca/pub/89-653-x/89-653-x2014004-eng.pdf>



## Gabriel Dumont Institute Annual General Meeting

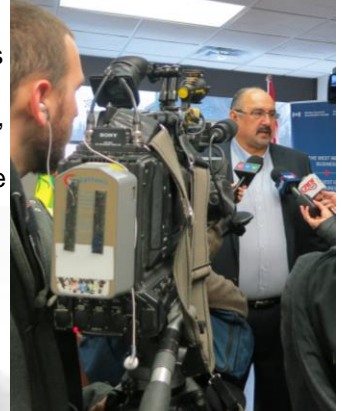
By Rhonda Pilon

The Gabriel Dumont Institute Board of Governors has called for an Annual General Meeting (AGM).

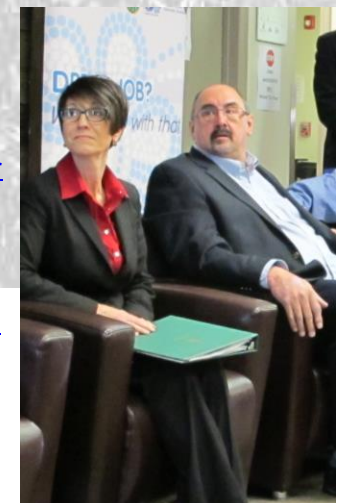
The AGM will be held on February 28, 2015 at the Saskatoon Inn, 2002 Airport Drive, Saskatoon from

9:30 a.m. For more information, please contact Rhonda Pilon at [Rhonda.pilon@gdi.gdins.org](mailto:Rhonda.pilon@gdi.gdins.org) or (306) 242-6070. 

GDI Apprenticeship Announcement



Glenn Lafleur, GDI Vice Chair  
Fielding questions from the media  
After GDI Apprenticeship Funding  
announcement, February 13, 2015



Ms. Kelly Block and Glenn Lafleur  
Photos by James Oloo



The Fourth Annual Gabriel Dumont Scholarship Foundation Golf Tournament will held at the Moon Lake Golf and Country Club [www.moonlakegolf.com](http://www.moonlakegolf.com) on May 29, 2015

Some photos from last year:



GDI Executive Director Geordy McCaffrey

## Job Satisfaction ... *continued from Page 2*

Try implementing this by deciding on three things that you could introduce to your work that would mix things up. Don't be afraid to try something new and creative within the parameters of your job's role and requirements.

**Effective communication with your co-workers:** It often amazes me how little most people actually know about their work colleagues. There's 'Tim', and 'Sue,' but go beyond their first names, and there is often a gap. I don't mean that we need to know all aspects of their lives but it often helps if we have a little insight into what makes them tick.

It's important to remember that your colleagues are not robots. They're human beings too, and they are trying to make a living, just like you. So treat them with respect and compassion. Get to know them a little better when you have the opportunity. Share your experiences with them, and they'll realize that it's OK to talk with each other about something

other than work. The more you know about your colleagues, the more you will be able to relate to them, and the more interesting your job becomes. However, do not let the bonding interfere with your job.

**Take pride in your job.** The work that you spend many hours every day doing, there's something personal about it that only you can claim. As Warren Buffett said, "There will never be a greater you than you." The role you play at work makes you unique and special. Taking pride in your job will give you a greater sense of job satisfaction. Each day you get a fresh chance to do something great. So give it your best, the way that only you can.

**Identify your strengths and weaknesses.** There is incredible satisfaction in having a clear understanding of what you are good at and not so good at, that often leads you on a path to job success and ultimately job satisfaction.

**Be a person of excellence.** All that is expected of anyone is that they give 100% and strive to be the best they can be. Remember to not compare your performance and returns to anyone else. While the output is important, it's only part of any job.

**Embrace a healthy lifestyle.** This can be achieved by limiting your intake of processed food, alcohol and stimulants like coffee. Our lives are hectic and stressful but if we take opportunities to exercise and eat healthier, we will see the results in every aspect of our lives, work and home.

**Engage in lifelong learning!** This is likely the most crucial aspect to gaining satisfaction in our lives and jobs. As we experience and learn, we will grow emotionally and intellectually which will benefit us in other areas of our lives.



## GDI Releases Report on Its Apprenticeship Initiative

By James Oloo

As well as the new federal funding announcement, the Gabriel Dumont Institute Vice Chair Glenn Lafleur launched the report of the independent review of the GDI Aboriginal Apprenticeship Initiative. Both events took place on February 13, 2015. The federally-funded Initiative was designed and operated by the Gabriel Dumont Institute Training and Employment between 2011 and 2014.

Last year, GDI commissioned an independent review of its Aboriginal Apprenticeship Initiative. A team of consultants that included Doug Elliott from Sask Trends Monitor and Wayne McElree and Bonnie Durnford

from D.C. Strategic Management completed the review. The report stated that GDI's Aboriginal apprenticeship project is "the right program at the right time in the right place."

"The Saskatchewan economy needs trades people and Aboriginal people need access to good jobs that help support their families. The GDI Aboriginal Apprenticeship project helps make that match. It's a win-win situation," said Glenn Lafleur.

Doug Elliott stated that "Even with strong population growth, low unemployment, and high enrolments in

Saskatchewan's apprenticeship programs, over 30 designated trades in the province will be experiencing shortages of skilled workers this year. Providing skills training to local populations including Aboriginal youth is a smart long term investment."

Findings of the review show that: The fastest growing industry groups in Saskatchewan are those that are heavy users of apprentices; and, the province requires 2,000 new journeypersons per year to maintain the previous apprenticeship growth rate of 8.6%.

*Continued on Page 5.*



Director of Finance Cory McDougall  
Photos by James Oloo



# GDI Apprenticeship Initiative Report ... *Continued from Page 4*

With employment growing at unprecedented rate employers need to reach untapped populations, including Aboriginal people, for workers.

Further, there is a high demand for skilled workers in construction trades across the province. These trades, particularly carpenters and electricians, account for the majority of apprentices in the GDI Aboriginal Apprenticeship Initiative. Among Aboriginal people 25 to 34 years of age, the employment rate more than doubles from those who have not completed high school to those with a trade certificate (32% and 65% respectively). Investment in education and skills training will enable more Aboriginal people to get good jobs in the trades sector.

Between 2011 and 2014, 223 Aboriginal clients were placed with employers as part of the GDI Aboriginal apprenticeship project. 157 of these were indentured with the SATCC. The project is province-wide and includes employment opportunities in the North where trades workers are needed and many skilled-trade jobs go unfilled. The project provides quick access to the growing Aboriginal labour force. Apprenticeship training is demand-driven and necessary for economic growth.

The review makes over 15 recommendations that are designed to improve and expand the apprenticeship program that is already working well. They include increasing female participation, targeting in-demand trades outside

construction, and reaching out to more young Aboriginal people in southern Saskatchewan. Other recommendations are designed to improve success with a variable wage subsidy and more project partners.

A report summary and the full report are available at <https://gdins.org/aboriginal-apprenticeship-initiative> For more information, please contact Chelsie Scragg at (306) 242-6070 or [chelsie.scragg@gdins.org](mailto:chelsie.scragg@gdins.org)



GDI Training & Employment Director Lisa Wilson (L), Kelly Block, MP for Saskatoon-Rosetown-Biggar, Mike Natomagan, the Mayor of Pinehouse, Glenn Laffeur, GDI Vice Chair, & Norman Fleury At the GDI Aboriginal Apprenticeship funding Announcement, February 13, 2015

Photo by Karon Shmon

## Payroll Cutoff Calendar – March 2015

By Carmala Thiessen and Veronica Verzonowski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3 Cutoff @ 3:00 for Stop Payments on Student Mar 6 Direct Deposits	4	5 Accounts Payable Cheque Run	6 <b>Student Payday</b> Cutoff @ 4:30 for A/C Payable Invoices	7
8	9 Cutoff @ 4:30 for TMS & Payroll Revisions for Mar 13 Payday Cutoff @ 4:30 for Mar 20 Student Payroll	10	11	12 Accounts Payable Cheque Run	13 <b>Staff Payday</b> Cutoff @ 4:30 for A/C Payable Invoices	14
15	16	17 Cutoff @ 3:00 for Stop Payments on Student Mar 20 Direct Deposits	18	19 Accounts Payable Cheque Run	20 <b>Student Payday</b> Cutoff @ 4:30 for A/C Payable Invoices	21
22	23 Cutoff @ 4:30 for Apr 2 Student Payroll	24	25 Cutoff @ 4:30 for TMS & Payroll Revisions for Mar 31 Payday	26 Accounts Payable Cheque Run	27 Cutoff @ 4:30 for A/C Payable Invoices	28
29	30 Cutoff @ 3:00 for Stop Payments on Student Apr 2 Direct Deposits	31 <b>Staff Payday</b>				



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Back issues of this newsletter  
can be obtained at:

[www.metismuseum.ca/browse/  
index.php/833](http://www.metismuseum.ca/browse/index.php/833)

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**GABRIEL DUMONT INSTITUTE**  
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[http://gdi.voyager.uregina  
a.ca/](http://gdi.voyager.uregina.ca/)

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#### 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**  
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