

March 2017

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1980-2017:

Proud Past, Bright Future



# 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

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## Dr. Cook: Former GDI Chair to Receive Honorary PhD

By James Oloo

Earl Cook, a former co-chair of the Gabriel Dumont Institute Board of Governors, has been invited by Elizabeth Williamson, the University of Saskatchewan Secretary, on behalf of Chancellor Roy Romanow and President Peter Stoicheff, to accept an Honorary Doctor of Laws degree from the University at a ceremony that will take place on June 7, 2017.

Earl's selfless service to Saskatchewan and his passion and commitment to Indigenous education and wellbeing have continuously demonstrated a level of altruistic dedication that is outstanding. His efforts have been recognized by the University of Saskatchewan. Soon, you can call him Dr. Earl Cook.

Earl has always believed that access to quality education is key to improving the success of Indigenous peoples. For years, he has fought for Indigenous voice in the Saskatchewan education system. He graduated with a Bachelor of Education degree in 1980 and a Post Graduate Diploma in 1985 from the University of Saskatchewan, majoring in Indian and Northern Education. While on campus, he was part of a group of Métis students that "lobbied for a Native Studies Department, which came to fruition in the early 80s," he fondly recalls.

Throughout his career, Earl has held positions of service to the public starting in the early 1970s when he served as a community development worker for the Métis Society of Saskatchewan in his home town of Cumberland House. He has taught elementary grades, as well as college and university courses and has served as a faculty member, Director, and Special Advisor to the President/CEO of the Northern Teacher Education Program (NORTEP), and Coordinator of the Northern Health Strategy.


Earl has also held positions in the Saskatchewan public service including as Director of Post-Secondary Education, Northern Region; Director of Health, Northern Region; and Director of Can-Sask Career and Employment Services, Northern Region, among others.

Earl has a history with Gabriel Dumont Institute having served as a member of the board of governors and co-chair. As he puts it, "I was a GDI board member and co-chair during the difficult years, financially, in the mid-1990s. I also sat on the scholarship committee, and was involved with the Gabriel Dumont College."

Earl has been serving as the Interim Area Director of the Métis Nation-Saskatchewan

Northern Region I since 2013 and is a founding member of the Saskatchewan Métis Veterans Association. He has served on a number of committees throughout the years. These include the Indian and Métis Curriculum Advisory Committee, the Saskatchewan Indian Languages committee, and the Northern Labour Market Committee. Earl currently sits on the Kikinahk Friendship Centre board in La Ronge. His role with Kikinahk enables him to participate in the Association of Friendship Centres of Saskatchewan and the National Association of Friendship Centres.

Earl is a fluent Swampy Cree speaker. He was raised in the traditional lifestyle in his early years, spending time on the trapline and working with his Dad in commercial fishing. Earl has three brothers and two sisters and is the father of one son, Blayne. He has one granddaughter, Kennedy.

The honorary degree gives Earl the right to the honorific of "doctor." The Latin term "honoris causa" means "for the sake of the honor." The University of Saskatchewan honorary Doctor of Laws is awarded upon approval by the University Senate in recognition of "outstanding achievement in law or for exceptional service to the University or the community at large." Congrats Earl for a well-deserved recognition. 





New Programs by Dumont Technical Institute



**Business Certificate (One Year) in Pinehouse**  
Please contact *Dylan Pelletier* at 1-877-488-6888

**Business Certificate**

Location: Pinehouse, SK

Program runs: August 14, 2017 - June 29, 2018

Apply today - seats are filling up fast!

DTI is proud to be offering a Business Certificate Program, one-year program prepares you for a wide variety of entry-level positions, the program provides a well-rounded business foundation. You'll learn core business concepts, including accounting, finance, management, computers, marketing, human resources, economics and more.

Tuition, books and supplies: \$6,000.

Please contact your local funding agency for financial support options.

Requirements:  
Must have Grade 12  
with any Level 30 math  
ACCUPlacer®



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**Office Administration in Regina**  
Please contact *Lisa Lenkart* at 1-877-488-6888

**Office Administration**

(formerly "Office Education")

Location: Regina, SK

Program runs: September 1, 2017 - June 29, 2018

Apply today - seats are filling up fast!

DTI is proud to be offering an Office Administration Certificate Program certified through Saskatchewan Polytechnic. This training program will provide learners with the knowledge and skills necessary to gain employment in an office setting.

This program will include the following:

Office Procedures, including records management, manual and automated accounting, keyboarding, communications, and more.

Requirements:  
Must have Grade 12, GED, or ACCUPlacer®  
Funding opportunities available for Métis students.



Regina, SK

gdiinstitute

A complete list of Gabriel Dumont Institute programs is available at <https://gdins.org/>

# Construction Worker Program Begins in La Loche

By Dylan Pelletier

Dumont Technical Institute is proud to host a Construction Worker Preparation program in La Loche, SK. The program runs from March 1 to June 23, 2017. The classroom is located in the Dumont Technical Institute Building in La Loche. The program is being brokered through Saskatchewan Indian Institute of Technologies (SIIT).

There are 12 local residents, nine men and three women, taking the program and Chester Herman is the instructor. Chester is a Journeyman Carpenter and local Dene Métis man. He has worked as a carpenter in the community for many years and has valuable contacts with several local employers. The students and Dumont Technical Institute

## GED - High School Equivalency

By Kristi Ross

Over the past year, the Gabriel Dumont Institute Testing Services has administered 447 General Education Development (GED) exams across Saskatchewan. This represents a 38.5% increase over the previous year. As the demand for GED testing increases, it is important that Institute employees who work with students and clients have a better understanding of GED.

The GED test is an internationally recognized test. It is equivalent to a Saskatchewan high school diploma. The GED test is designed for people who, for various reasons, did not graduate from high school but want a certificate

are happy to have him as an instructor.

The students will spend the first two months of the program learning construction theory and basic tool safety. They will receive a week of construction mathematics lessons from Ray Field and another week of safety ticket training. The students will have several construction projects to keep them busy this spring including hands-on experience at the La Loche Dumont Technical Institute Building expansion. They will also be constructing several garden sheds, many of which will be donated to the community.

As well, the students will construct a fence around a housing property which the

Institute owns in La Loche. They may also have time to build picnic tables and bookshelves for the community. These amazing projects will give the students quality experience and prepare them for work in the construction industry.

Upon graduation, the students will leave the program with a pair of work boots, tool belt, and several hand tools to take with them. This equipment will make the students work ready on the day of graduation. The students will also receive 300 hours towards a Level 1 Carpentry Apprenticeship. Dumont Technical Institute is proud to offer this program which will provide valuable job skills to local Métis men and women while benefiting the community with several small carpentry jobs. 🌟

equivalent to the traditional high school diploma. However, the requirements are very different for receiving a GED credential and earning a high school diploma. It is crucial to look up if the GED would be recognized for admission in the program that a client or student may be trying to get into.

The 2002 Series GED test measures the students' knowledge and skills in five subject areas including language arts reading; language arts writing; math; social studies; and science. Each of these subject tests focuses on different topic areas such as: 1) Math, including number operations and number sense, measurement and geometry,

data analysis, statistics, probability, and algebra; 2) Science, namely, physics and chemistry, life science, earth and space science; and 3) Social Studies including history, geography, civics and government, and economics. Others include 4) Language Arts, Reading which covers poetry, drama, prose, visual and performing arts reviews, and workplace and community documents; and 5) Language Arts, Writing Part 1- Organization, sentence structure, usage, mechanics; and Part 2- Essay.

In Saskatchewan, GED test costs \$35.00 or \$7.00 per subject. The cost may be different in other provinces.

Continued on Page 3.



## Valine Gaudet Becomes a Journeyman Electrician

By James Oloo

Gabriel Dumont Institute Training & Employment is proud to announce that Valine Gaudet, a client in the GDI Aboriginal Apprenticeship Project, has successfully written and passed the Inter-Provincial Red Seal Electrical exam.

We sat down with Valine on March 22, 2017 to discuss her experience since coming to Gabriel Dumont Institute. From the celebratory mood at the Gabriel Dumont Institute Training & Employment office, it was clear that there is great delight in seeing young men and women, who often face various barriers, come to Gabriel Dumont Institute grow, learn, and succeed. Indeed, the Institute employees derive much joy from being a part of a student or client's journey towards reaching their desired goal.

All of Valine's cousins had Métis cards. So, in 2011 she came to Gabriel Dumont Institute to apply for her own Métis card. That is how she met Dwayne Docken, Employment Counselor at Gabriel Dumont Institute Training & Employment, who told her about the newly launched Skills and Partnership Fund GDI Aboriginal

Apprenticeship Initiative. Valine immediately liked the idea of joining the program and soon applied.

At the time, the only training Valine had taken in the trades was Saskatchewan Polytechnic's Women in Trades Exploratory Course. The hands-on eight-day workshop gives women with no experience in the trades a chance to try their skills at Automotive Servicing, Carpentry, Electrical, Machining, Plumbing, and Welding. Valine knew she wanted to be an electrician and that she "had to start learning about the trade from the scratch."

In a January 2014 *GDI Communicator* article that featured her, Valine stated that she loved her job as Year II Apprentice Electrician and had plans to get her journeyman certification and start her own company. She noted that Gabriel Dumont Institute had "set (her) up for life."

The Skills and Partnership Fund GDI Aboriginal Apprenticeship Initiative was a very successful program that ended in 2014 and was succeeded by the current Western Economic Diversification Canada-funded GDI Aboriginal

Apprenticeship Project. Valine was funded by both programs.

So, how has it been like being a female in a male-dominated trade? For Valine, "Being a female on (work) site was sometimes tough. Sexist comments caught me off guard. A woman working in a place where men are the majority can be judged by her looks and her dress. Funny thing is, the comments can be that you are 'pretty' or not pretty enough." She continues, "You cannot let that negative vibe affect you. You have to grow a thick skin and try to be part of the guys instead of being a girl among boys."

Valine states that, "At times females in male dominated trades get pushed aside. Don't cry; rather fight for what you want. Speak out." She continues, the "rewards of being a woman in the trades far outweigh the challenges you may go through. So, just get through the frustrations. Persevere, give it your best and it will be ok."

Looking back at her apprenticeship experience, Valine kept saying that "I can't believe that I am now a journeyman construction electrician."

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GDI-Aboriginal Apprenticeship Project



Valine Gaudet in 2014 as a Year II Apprentice Electrician

## GED - High School Equivalency ... *Continued from Page 2.*

**Testing Services Update**  
The GDI Testing Services has helped over 52 people with their Accuplacer tests. February and March have been busy with rewrites. Currently, we have one person accessing the MyFoundationsLab in North

Battleford. Since January, we have delivered 64 GED tests at our Saskatoon Location and 106 exams across the province through the Gabriel Dumont Institute mobile lab. The mobile lab has been busy travelling to Lloydminster and Pinehouse.

The Testing Services is scheduled to deliver two more testing sessions out in Pinehouse in April. For more information, please contact Kristi Ross, Testing Services Coordinator, at [testing@gdins.org](mailto:testing@gdins.org) or by phone at (306) 657-2242. 🌐



Valine Gaudet  
GDI Aboriginal Apprenticeship Project's  
Newest Journeyman Electrician  
March 2017  
Photos by James Oloo





## Valine Gaudet: A Success Story ... *Continued from Page 3*



Earl Cook  
Served on the Gabriel Dumont  
Institute Board of Governors.  
He will receive honorary  
Doctor of Laws degree from  
the University of Saskatchewan  
in June 2017  
(Please see Page 1)  
Photo courtesy of E. Cook

The 6th Annual Gabriel Dumont  
Scholarship Foundation  
Golf Tournament will be on  
May 26, 2017 at  
Moon Lake Golf & Country  
Club, Saskatoon



This is because, "I did not realize how much math was involved in training to become an electrician. They said I have learning disability yet I surprised myself by passing. I studied a lot. I worked hard every night on math. I did not want to fail or quit. I passed on my first attempt!"

Valine thanks her family for the support and motivation: "All my family members were very encouraging. They motivated me to keep going."

She also remembers the day she came to Gabriel Dumont

Institute for the first time. "Dwayne changed my life, and he has been very awesome since then. He helped me lots. He knows the industry and his advice has been absolutely useful. He believed in me! Dwayne has been very encouraging."

Valine also thanks Gabriel Dumont Institute for "opening doors for me. Had it not been for GDI my life would probably be worse today." As she puts it, "GDI provided me with financial assistance to buy books, tools, plus helped me with my travel expenses."

Valine is thankful for the employer GDI sent her to. As she puts it, "My first foreman showed me the ropes. He did not treat me differently, but he brought me under his wings. It was my first time on the worksite, but he set me on the right path and taught me. He was a good supervisor."

Valine is planning on working for some time before going back to school to get her Blue Seal certification. The Blue Seal will enable her to own her own business.

Congratulations Valine. 🌐

## Productivity in the Workplace

By Jim Edmondson

Productivity is a common term at the workplace. We often hear comments like "It has been a productive day," or 'The new technology will improve our productivity.' But what does it really mean and what factors affect it?

Productivity is a relative term that means different things to different organizations and in different environments. For example, it has a vastly different meaning in farming than in an office environment. For the purposes of our workplace at Gabriel Dumont Institute, productivity can be defined as a measure of the efficiency of a person, process, system, etc., in converting inputs into useful outputs such as client or student service.

Productivity is normally computed by dividing average output per period by the total costs incurred or resources (capital, personnel) consumed in that period. In our world, productivity is not that easy to define because it is often

difficult to quantify the outputs or results. That's our challenge when we evaluate our results to enable us to improve our service delivery.

In order for us to better evaluate productivity it is critical that we identify the factors that may be reducing the productivity and effectiveness of our human resources. It is important to understand that employees differ in their personalities and these differences influence the way they react to the external and internal pressures that exist in an organization. In most cases, employees spend more than 50 percent of their waking hours at the workplace, and that environment greatly influences their performance and mental framework.

Due to the fact that there are literally hundreds of factors that can affect productivity, I have chosen to only detail the ones that are most prevalent in workplaces including Gabriel Dumont Institute. These are presented below.

### Gossip

Research has shown that office gossip creates the greatest loss of productivity in the workplace.

Gossip has a negative effect on both organizational and individual productivity. Gossip causes rifts among co-workers and is destructive to an organization's culture and overall morale.

### Personality or Ego Clashes

This in general, is seen between two co-workers with opposing personalities. The problem creeps in when there is mistrust between the parties involved with respect to their motives and character.

### Stress

Today's workplace is full of demands, such as tight deadlines. While some employees can sustain and perform well under pressure, others may find the pressure overwhelming.

*Continued on Page 5*



# Productivity in the Workplace ... Continued from Page 1

GDI Aboriginal Apprenticeship Project

This stress is in addition to whatever stressors are present in our daily life which makes the effects more dangerous. Stress creeps up on us and we often do not realize its adverse effects.

### Inadequate Resources

Adequate time, information and material resources are crucial to enable employees perform their work more effectively. Because of deadlines and timelines that are often beyond the Institute's control, this factor can test an employee's resilience and initiative.

### Lack of Accountability

A lack of accountability

may arise when employees are not clear about their roles and responsibilities. This could lead to situations where tasks are not completed on time, as well as increasing disputes between supervisors and other employees and it may impact employee morale.

### Outdated Technology

To enable an employee to be more productive and efficient, it is important to equip them with the right tools. Ignoring the potential benefits of technology upgrades in the workplace may diminish employee performance and productivity.

### Health Problems

The deteriorating health of an employee can have a significant effect on the employee's productivity and the overall productivity of the Institute. It has a cascading effect such as rising absenteeism, low morale, and indifference to organizational goals.

The Institute considers these and other factors that reduce employee productivity and work diligently to mitigate their effects whenever possible. This helps to ensure that Gabriel Dumont Institute is a healthy workplace that promotes quality service provision to our students, clients, and others.



Valine Gaudet (centre) is congratulated by Dwayne Docken, Employment Counselor, and Sylvia Moss, Employment Services Manager, GDI Training and Employment (Please see Page 3) Photo by James Oloo

## Payroll Cutoff Calendar, April 2017

By Carmala Thiessen and Veronica Verzonowski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7	8
	Cutoff @ 4:30 for Apr 13 Student Payroll			Accounts Payable Cheque/EFT Run	Cutoff @ 4:30 for A/P Invs - Timesheets & Payroll Revisions for Apr 13 Payday	
9	10	11	12	13	14	15
	Cutoff @ 3 pm for Stop Payments on Student Apr 13 Direct Deposits		Accounts Payable Cheque/EFT Run	<b>Staff Payday</b> Cutoff @ 4:30 for Accounts Payable Invoices <b>Student Payday</b>	<b>Good Friday Stat Holiday</b>	
16	17	18	19	20	21	22
	<b>Easter Monday Stat Holiday</b>	Cutoff @ Noon for Apr 28 Student Payroll		Accounts Payable Cheque/EFT Run	Cutoff @ 4:30 for A/c Payable Invoices	
23	24	25	26	27	28	29
	Cutoff @ 4:30 for Timesheet & Payroll Revisions for April 28 Payday	Cutoff @ 3 pm for Stop Payments on Student Apr 28 Direct Deposits		Accounts Payable Cheque/EFT Run	<b>Staff Payday</b> Cutoff @ 4:30 for Accounts Payable Invoices <b>Student Payday</b>	
30						

Employee contracts due prior to payroll cutoff date.





## Gabriel Dumont Institute/Dumont Technical Institute

917 22<sup>nd</sup> Street West  
Saskatoon, SK  
S7M 0R9

PHONE:  
(306) 242-6070

FAX:  
(306) 242-0002

E-MAIL:  
[general@gdi.gdins.org](mailto:general@gdi.gdins.org)

Visit us at  
[www.gdins.org](http://www.gdins.org)

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**  
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