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Gabriel Dumont Institute  
40<sup>th</sup> Anniversary  
1980 – 2020



# 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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## Jayden Roufousse Earns Journeyman Certification

By Audrey Arcand and James Oloo

We sat down with Jayden Roufousse this month for a chat about his experience since he first came to Gabriel Dumont Institute over three years ago. Jayden is the most recent client of the Gabriel Dumont Institute Indigenous Apprenticeship Program to earn an Interprovincial Journeyman Certification in Welding.

Ever since he was a young boy, Jayden has always liked making things. In high school, he took the Saskatchewan Youth Apprenticeship (SYA), a program that aims to raise awareness of apprenticeship by helping youth discover the rewards of working in the skilled trades.

According to the [Saskatchewan Apprenticeship and Trade Certification Commission](#), the program not only promotes skilled trades as first-choice careers, but also keeps students in school to acquire the basic and essential skills necessary for success in the workplace while providing them with a head start on their skilled trades career.

Soon after he completed high school in 2015, Jayden started working with D.A.B. Welding and Repair Ltd. in Saskatoon. His supervisor then told him about the

Gabriel Dumont Institute Indigenous Apprenticeship program. The supervisor told Jayden that it was better for him to register as an apprentice through the Indigenous Apprenticeship program so that his trade hours would count towards journeyman certification. Jayden attended an apprenticeship information session at Gabriel Dumont Institute, which led to the signing of a partnership agreement by Gabriel Dumont Institute and D.A.B. Welding and Repair Ltd.

Jayden started his apprenticeship training with the Gabriel Dumont Institute Indigenous Apprenticeship program in February 2016, and on March 31, 2016, was indentured as an apprentice with the Saskatchewan Apprenticeship and Trade Certification Commission. Because Jayden had completed the SYA Program in high school, he had accumulated 300 hours of trade time credit by the time he started at the Indigenous Apprenticeship program.

He successfully challenged the certification examination, and on April 26, 2019 became the newest GDI Indigenous Apprenticeship Program client to attain the Interprovincial Red Seal Journeyman Welder certification. In addition, Jayden holds all his Welding

tickets through the Canadian Welding Bureau (CWB). His employer accommodated him and let him challenge all the CWB tests on site.

Noting that he learned many important lessons during his apprenticeship training, Jayden stated that “one of the key lessons I learned was to have patience and that you can never have enough practice.” It was through patience and a just-keep-going attitude that Jayden excelled in his chosen trade of welding.

Jayden enjoys his job because of the different tasks that each day often brings and “the feeling you get after completing something that took lots of hard work.” His future career goals include “learning as much as possible about the welding industry” and to be self-employed.

When asked about advice he would give to other Indigenous persons who are thinking of a career in the trades, Jayden said: “Believe in yourself and your abilities to do anything you set your mind on. Also, listen to the people with many years of experience in your chosen trade.”

Jayden expressed appreciation for the advice, encouragement, and financial support that the Gabriel Dumont Institute Indigenous Apprenticeship Program gave him.

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Dumont Technical Institute  
And SUNTEP Regina

## Together . . . At Last!

By Karon Shmon



Ryan Nordmarken, Senior Administrative Coordinator at GDI Métis Culture and Heritage Department, at the new Department offices

Photo by Peter Beszterda

The much anticipated move to a new building that would bring all of the off-campus Gabriel Dumont Institute Saskatoon together is now a reality. We have all been able to watch Central Office Building take shape and to envision what the expanded space may look like and how it may serve the needs of our community. Now it's our new home.

The largest part of the move was to get Gabriel Dumont Institute Culture and Heritage Department to the new building after being housed at the 604 22nd Street West location for 15 years. This was no easy task, as it entailed carefully packing the precious and delicate art collection, museum artifacts, and special collections. In addition, we had to move seven offices and the 15 year build-up of workshop and special event supplies, art and artefact handling equipment and supplies, the

Gabriel Dumont Institute and Métis Nation–Saskatchewan (MN-S) archives, and various items from special events. Some of this reflected the much leaner times the Institute experienced over its 40 years of growth where even a binder was something to hang on to and use again. A major purge was definitely in order.

The advancement in technology enabled us to downsize paper files considerably. These first had to be reviewed to see if they were important hard copies to be archived or if they could be scanned for future reference and then shredded.

An unanticipated curve ball was that the new building wasn't quite ready to accept our cargo in the designated places, so it went wherever it could fit. We are now in the process of unpacking these items and determining how and where they will go, given

that we didn't really have a sense of the space we would have until we actually became part of it.

This has been an out-of-the-ordinary summer for our department as we still attended to our regular work which gets busier in summer because of the numerous cultural events we attend from June to September.

The new space is wonderful and we are delighted to be working among our colleagues. While we anticipate some growing pains for all of us, the positives will outweigh these short-term blips in the process.

We greatly appreciate the help and patience of all of the Institute staff and the support we received from those more directly involved. We look forward to getting to know everyone better and to sharing our own Métis Centre of Excellence with you and others. 🌐

## GDI's Newest Journeyman Welder ... *Continued from Page 1*

Jayden concluded by thanking Gabriel Dumont Institute Training and Employment for enabling him to achieve a journeyman certification in welding, thereby helping him realize his childhood dream of becoming a welder.

Audrey Arcand, an Employment Counsellor at Gabriel Dumont Institute Training and Employment in Saskatoon, has been working closely with Jayden over the past three years. She states that, "Jayden always had a bright beaming smile. He was a great client to work with and I wish all my clients were

like him." She added, "Jayden was my first client to attain a Journeyman certification!"

Examination for the Interprovincial Journeyman Welder is developed by a national committee of worker and employer representatives and is based on industry standards and expectations. To write the interprovincial journeyman examination, the candidate must either successfully complete an apprenticeship training program – like Jayden did – or meet tradesperson eligibility requirements. The examination has written and practical components, with a pass mark

of 70 percent. Apprentices are required to complete three years or 5,400 trade hours before they can take the interprovincial journeyman examination. More information is available on the Saskatchewan Apprenticeship and Trade Certification Commission website at [www.saskapprenticeship.ca](http://www.saskapprenticeship.ca).

To learn more about the Gabriel Dumont Institute Indigenous Apprenticeship program, please contact Jodi Dolter, Administrative Assistant Indigenous Apprenticeship by email at [apprenticeships@gdins.org](mailto:apprenticeships@gdins.org) or call 1 877 488-6888. 🌐



Audrey Arcand congratulates Jayden Roufousse – her first client to earn an Interprovincial Journeyman Certification

Photo by James Oloo



## Facilities Operations Update

By Greg MacLeod

Gabriel Dumont Institute Facilities Operations and Management is the unit responsible for maintenance, renovation, and construction of the Institute's physical fabric. Below are the updates on the Institute facilities.

The end of August 2019 will wrap up an exciting year of construction which has included very exciting and rewarding projects. The expansion of the Gabriel Dumont Institute Central Office Building on 917 22nd Street in Saskatoon that started in the summer of 2018 has been completed which includes a new roofing system as well as new heating and cooling systems.

The new 8,400 square foot space now houses the Métis Culture and Heritage Department and Gabriel Dumont Institute Press. It also includes new office space for Gabriel Dumont Institute Training and Employment employees as well as a new Institute boardroom.

The grand opening for the 917 22nd Street facility is projected to be this fall and will be announced as soon as possible.

A new parking lot has been built at 114 Avenue J South behind the Central Office Building while existing parking lots at both the Central Office and the Dumont Technical

Institute Building on 1003 22nd Street West have been renovated. Facilities Operations and Management unit will continue to be very busy in the fall with ongoing projects such as the roof replacement and interior renovations at the GDI Prince Albert facility following a flooding event this spring.

In recent years, the Institute has made significant investments in all of its properties in Regina, Saskatoon, Prince Albert, and La Loche. We are very proud to provide a safe and positive learning environment that is interactive, engaging, and affirms Métis culture and identity. 🌐

### Employee and Family Assistance Program



**Shepell** is the Employee and Family Assistance Program (EFAP) provider for Gabriel Dumont Institute employees. The program provides a range of flexible and confidential counselling delivery options to the Institute employees and their immediate family members to resolve work, health and life issues. These include:

- Professional counselling,**
- Financial support** (including credit/ debt management, retirement planning),
- Financial planning,**
- Health coaching,**
- Smoking cessation,**
- Nutrition support,**
- Family support,**
- Separation and divorce,**
- Stress coach connects,**
- Fitness support,**
- Naturopathic services,**
- Legal support,**
- Employee resources for work and personal well-being.**

For a full list of EFAP programs and other information,

please visit [www.shepell.com](http://www.shepell.com)

or contact Robbie Walliser, Benefits Administrator, Gabriel Dumont Institute

at [robbie.walliser@gdi.gdins.org](mailto:robbie.walliser@gdi.gdins.org)

or (306) 657-2264

## HR Corner: Employees Who Are Caregivers

By Great-West Life Centre for Mental Health in the Workplace (Reprinted with permission)

According to [a report compiled by the Mental Health Commission of Canada](#), very high levels of stress are reported by 16.5% of Canadians in family caregiving roles. The report states that Canada's aging population means higher projected numbers of people with chronic illnesses. This may result in an increase in the number of family caregivers and consequently, an increase in the population subject to excessive stress.

The Canadian Human Rights Commission (CHRC) states that one in four Canadians is providing care to family and/or close friends. Many are struggling to balance caregiving obligations with work responsibilities. When an employee is a caregiver of someone with mental health issues there can be a significant impact on the

employee's ability to function productively in the workplace.

It is also creating issues for employees who are struggling to balance work and caregiving, and for employers that have concerns about increased absenteeism, stress-leave and loss of productivity.

Studies have shown that employers that allow flexible work arrangements have been able to reduce absenteeism, foster employee loyalty, improve morale and retention, and increase productivity.

Below are some strategies that may enable an employee to stay productive while providing care to a loved one with health related issues. Offering flexible scheduling, task assignment and, if possible, work-at-home arrangements.

Planning for situations when the employee has to leave suddenly, or unexpectedly cannot come to work.

Managing co-worker concerns and reactions.

Ensuring that the workplace culture supports overall employee well-being.

Apprising the employee of the resources that may be available for them through work and within the community.

Establishing regular check-ins with the employee to see how they are doing.

For more information about Gabriel Dumont Institute Employee Assistance Plan (EAP), please contact Robbie Walliser, GDI Benefits Administrator, at (306) 657-2264. 🌐



Gabriel Dumont Institute

## Métis Post-Secondary Education Funding Update

By James Oloo



President Glen McCallum of the Métis Nation–Saskatchewan (seated) signed a service agreement with GDI to deliver the Métis post-secondary funding program on behalf of MN–S on August 1, 2019. With him are GDI Executive Director Geordy McCaffrey (left) and MN–S Minister of Education & GDI Board Chair Dr. Earl Cook  
Photo courtesy of G. McCallum

### Louis Riel Day, 2019

This year, Louis Riel Day will be on Friday November 15. Gabriel Dumont Institute will be *closed* on that day.

Online application for Métis university scholarship is Available at [www.gdins.org/university](http://www.gdins.org/university)

Métis Nation University Sponsorship Program



The 2019-2020 Métis Nation University Sponsorship Program aims to assist Métis students to close the education gap by attending accredited University level programming. This program is funded by the Métis Nation – Saskatchewan. Students will be selected using a blind adjudication process.

Applications for scholarships for 2019-2020 Winter Intake will open on September 12<sup>th</sup> and will close October 1<sup>st</sup>

July 19, 2019 marked an important milestone in Métis education. The Métis Nation–Saskatchewan President Glen McCallum and Education Minister Dr. Earl Cook announced \$89 million in post-secondary education funding for Métis across the province. The funding was part of a national Métis Nation 10-year Education Strategy.

As the post-secondary education arm of the Métis Nation–Saskatchewan, Gabriel Dumont Institute was tasked with delivering two critical areas for federal investments identified in the Métis Education Strategy. These include direct financial support for Métis post-secondary students; and delivering support for post-secondary education student services.

On August 2, 2019, an online application portal for the Métis post-secondary funding went live on the Institute website amid much public anticipation. With the application deadline of

August 16, 2019 and less than three weeks before the new school year starts, there was a feeling of apprehension despite the strong confidence in the IT Team under the leadership of Gareth Griffiths.

However, everything went very well. The Web Group, including Gareth Griffiths, Audrey Hestand, David Morin, and James Oloo, conducted an effective social media campaign to ensure that as many people as possible were aware of the Métis post-secondary funding application.

Between August 2 and August 16, Facebook posts about the funding application reached 56,800 people – which is more than the populations of Prince Albert, North Battleford, and Warman combined! The post had over 6,400 clicks and 120 comments. Twitter posts on the same received 2,010 impressions. ‘Impression’ refers to the number of times a tweet was seen by Twitter users.

Gabriel Dumont Institute Selection Committees are

currently reviewing the applications received. It is expected that the applicants for the Métis post-secondary education funding will be notified during the first week of September 2019.

It is a wonderful time at the Métis Nation as we mark the beginning of something good, namely, offering meaningful support for Métis post-secondary education in Saskatchewan.

While Gabriel Dumont Institute Training and Employment has provided funding (through the federal Indigenous Skills and Employment Training Strategy or ISETS) to Métis students who are attending post-secondary education, request for financial support has grown exponentially in recent years.

Until now, inequities in the way that the federal government supports the post-secondary education needs of Indigenous students has led to the exclusion of Métis from funding available to other Indigenous students. 🌐

## Beauval ABE Achieve Record 100% Graduation Rate

By Dylan Pelletier

During the 2018-2019 school year, Dumont Technical Institute was proud to deliver Adult Basic Education Level 3

Program in Beauval, Saskatchewan. Beauval is located about 400km northwest of Saskatoon on the gorgeous Beaver River Valley, hence the name ‘Beauval,’ which means ‘beautiful valley’ in French. The mayor of Beauval, Nick Daigneault, was very supportive and offered a lot

help with student recruitment and finding classroom space for the program.

The Adult Basic Education Level 3 program started in September 2018 with Rose Richardson as the instructor. Eleven students graduated from the program in May 2019. These included: Blaine Apesis, Kyle Bouvier, Sherra Buffinn, Kelly Burnoff, Sandra Hood, Susan Laliberte, Jeremy Lariviere, Cameron

Morin, Dawn Morin, Tiffeny Natomagan, and Rachel Roy. They will all be starting the Adult Basic Education Level 4 (Grade 12) this fall in Beauval. Rose will again be their teacher in the 2019-2020 school year. Congratulations to the Beauval Adult Basic Education Level 3 Class of 2019! And welcome to the Beauval Adult Basic Education Level 4 program starting September 3, 2019.

*Continued on Page 5*



# 100% Completion Rate at Beauval ABE Level 3 ... *Continued from Page 4*

Dumont Technical Institute

Rose Richardson is a respected Métis knowledge keeper. She is also an experienced Medicine woman and Métis Elder. In the past few years, she has specialized in traditional medicines to help cancer patients. Rose has a very warm demeanor and positive rapport with her students.

On each class visit, I can tell that students regard Rose as an Elder, a Kokum, and a teacher. Rose and her students always have big smiles on their faces every time I visit. Dumont Technical Institute is happy, lucky, and proud to have Rose as an instructor. 🌟



Beauval Adult Basic Education Level 3 Class of 2019. From left: Rose Richardson (Instructor), Tiffeny Natomagan, Dawn Morin, Jeremy Lariviere, Kyle Bouvier, Cameron Morin, Susan Laliberte, Sandra Hood. Photo by Dylan Pelletier

## Payroll Cutoff Calendar, September 2019

By Carmala Thiessen and Veronica Verzonowski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
	<b>Labour Day Stat Holiday</b>	Cutoff @ Noon for Sept 13 Student Payroll			Cutoff @ 4:30 for A/P Invoices	
8	9	10	11	12	12	14
	Cutoff @ 4:30 for Timesheet & Payroll Revisions for Sep 13 Payday	Cutoff @ 3 pm for Stop Payments on Student Sept 13 Direct Deposits		Accounts Payable Cheque/EFT Run	<b>Staff Payday</b> Cutoff @ 4:30 for A/P Invoices	<b>Student Payday</b>
15	16	17	18	19	20	21
	Cutoff @ 4:30 for Sept 27 Student Payroll			Accounts Payable Cheque/EFT Run	Cutoff @ 4:30 for A/P Invoices	
22	23	24	25	26	27	28
		Cutoff @ 3 pm for Stop Pmts on Student Sept 27 <u>Direct Deposit</u> Cutoff at 4:30 for TMS & Payroll Revisions for Sept 30 Payday		Accounts Payable Cheque/EFT Run	<b>Student Payday</b> Cutoff @ 4:30 for A/P Invoices	
29	30					
	<b>Staff Payday</b> Cutoff @ 4:30 for Oct 11 Student Payroll					

Employee contracts due at payroll upon job acceptance  
 Payroll must receive contracts prior to payroll cutoff date, otherwise the employee will be paid on the following pay period.  
 MRTS due by the 15th of every month.

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

Back issues of this newsletter  
can be obtained at:

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

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@gdins\_org



**GABRIEL DUMONT INSTITUTE**  
of Native Studies and Applied Research

## GDI Locations

### GDI Central Office Saskatoon

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Saskatoon, SK S7M 0R9  
Phone: (306) 242-6070  
Fax: (306) 242-0002

### GDI Publishing Saskatoon

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Saskatoon SK S7M 5W1  
Phone: (306) 934-4941  
Fax: (306) 244-0252

### GDI Finance and Operations

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Saskatoon, SK S7M 0R9  
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### DTI Central Office Saskatoon

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### 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

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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

[https://gdins.org/student-  
services/library/](https://gdins.org/student-services/library/)

### 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