

July 2015

Volume 9, Issue 7

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:

John Custer: An Inspiring Story of a GDI Client

DTI Graduates Over 85 Level 4 (Adult 12) Students

Success Story: Chevy Balzer

Payroll Cutoff Calendar

Highlights:

Employee Motivation in the Workplace 1

GDI Client Enjoys Working at the New Riders Home 2

Heavy Equipment Operator/Class 1A Graduation 3

Employee Motivation in the Workplace

By Jim Edmondson

Motivation is one of those things that are difficult to define because it comes in so many forms and is often dependent upon the situation and the environment. What motivates you at home is likely different than what motivates you in sports or at work. This article looks at what motivates people at their jobs and dispels some myths about motivation.

In workplace settings, there is often an enduring challenge of employee motivation. Yet, many organizations and managers still cling to counterproductive and obsolete ideas about what motivates employees. Many of the outdated practices actually harm productivity and employee well-being, resulting in disengaged employees that cost organizations (including businesses) billions of dollars in lost revenue.

Over the last century, the theories around employee motivation have been based on tangible factors such as remuneration and rewards. HR research over the past few decades has shown that there are many myths around employee motivation that are not factual. Below are three of the common myths regarding motivation.

Money is best motivator

This notion is quite common among business leaders in

North America. Most businesses, especially large corporations, have never met a problem they didn't think could be solved by throwing money at it. This theory was debunked somewhat in a 2010 Monster.com survey in which employees were asked what motivate them to go the extra mile. The results indicated that the top-rated item on would-be employees' wish list (87%) was an employer "that truly cares about the well-being of the employees." A challenging and fulfilling job was rated second, job security third, and an attractive benefits package was fourth followed by financial compensation. That was a direct contradiction of most traditional motivation theories.

Carrot and stick policy

The general argument for this myth is essentially telling employees one of two things: "Do this and you'll get paid well and maybe a bonus," or "don't do this, and you'll get an unsatisfactory appraisal, demoted, or be fired." This system ignores the problem of how rewards will flow from performance appraisals; the assumption that good individual performance will lead to good organizational performance; and that not all employees want the same kind of rewards. This view

of motivation was/is prevalent in purely capitalist, free market businesses that operate in non-unionized environments.

Happiness and productivity

This view of motivation is often presented as offering employee benefits such as flexible work hours, onsite childcare, and generous benefits packages. While these and other benefits are all wonderful perks and certainly desirable, they are not necessarily the main incentives for high performance. Evidence suggests that a productive employee who takes pride and feels a strong sense of purpose in his/her work is likely to be happy, rather than the reverse.

Recent research has pointed to intrinsic factors having the most positive impact on employee motivation. Yet, many organizations and managers continue to favour extrinsic motivation, particularly financial incentives, as the preferable method of improving employee motivation, productivity and job satisfaction. It is time that practice caught up with behavioural science.

A 2010 study on employee motivation found that three non-financial motivators - praise from immediate managers, leadership attention (including one-on-one conversations), and a chance to lead projects - were equal or more effective motivators than the three highest-rated financial incentives.

Continued on Page 4.



GDI Client Enjoys Working at the New Riders Home

By Chelsie Scragg, Shawn Mahar, and James Oloo



Robin Scott McLean, Year 1 Apprentice Carpenter GDI Aboriginal Apprenticeship Project, at the new Mosaic Stadium, Regina

Robin Scott McLean fondly remembers that ever since he was a little kid, he has always wanted to work in the trades, not just as a labourer, but as a skilled tradesperson. So when he was placed with Coram Construction in Regina through the GDI Aboriginal Apprenticeship Project, Robin had mixed feelings. He finally had the opportunity to learn a trade of his choice, carpentry, while earning a living. However, being his first time at a construction site, Robin did not know what to expect.

Robin's transition was made easier by what Ian Knibbs, the District Manager at Coram Construction and the 2013 Leadership and Mentoring Award recipient from Merit Contractors Association Saskatchewan, refers to as work shadowing program. Under the program, Coram Construction matches new workers with experienced ones to enable the former to gain a better understanding of their role, to enhance the new employee's career development; and to improve

communication within the workplace. Coram Construction has partnered with GDI to provide employment and training placements for the GDI Aboriginal Apprenticeship Project clients.

Robin heard about GDI from a friend and a few days later attended the GDI Aboriginal Apprenticeship Project open house in Saskatoon. He was so impressed that he declared his willingness to relocate to wherever apprenticeship training was available. GDI introduced him to Coram Construction who hired him. Robin remembers that when a representative of Coram Construction asked if he could move to Regina to work at the new Mosaic Stadium currently under construction, "I knew my time had come. So, I immediately started planning my move to Regina while arranging for my wife and four daughters to join me there afterwards." His daughters are between ages two and seven years.

Robin says that through the GDI Aboriginal Apprenticeship Project, he has "been given an opportunity of a lifetime." He states that he is "very happy and fortunate to work on the biggest construction site" he has ever seen.

Robin was recently indentured with the Saskatchewan Apprenticeship and Trades Certification Commission as a Year I Apprentice Carpenter. Regarding his future plans, Robin says, "I am in this program until I get my journeyman certification. I would like to someday own a construction company, be self-employed, and employ others." Robin works closely with Shanna Morrison, Employment Counselor at the GDI Training and Employment, who he says "offers him encouragement and is always checking to make sure that everything is going well."

Robin says, "thank you GDI for the opportunity. I work 50 hours a week and I love it!" His secret to success is, "work hard, keep time, (and) ask if you do not know." 🌟

John Custer: An Inspiring Story of a GDI Client

By James Oloo, Chelsie Scragg, and Shawn Mahar



John Custer
GDI Aboriginal Apprenticeship Client, working at the new Home for Roughriders, Mosaic Stadium, Regina
Photos by James Oloo

Originally from Pelican Narrows, SK, John was living in Prince Albert until a few months ago when "an opportunity came and (he) made a big boy step that has changed (his) life for the better." John has worked on and off over the years as a labourer. His girlfriend, who is currently attending Gabriel Dumont Institute (GDI), suggested to him that he "should talk to someone at GDI regarding getting a career rather than minimum wage jobs."

When an Employment Counselor at GDI told John that he could work as an apprentice carpenter while getting paid, he "was pleasantly surprised." Through the GDI Aboriginal Apprenticeship Project, John was offered a placement with Coram Construction and the following day he moved to Regina to start his apprenticeship training. Two days later, on April 19, 2015, he reported to work at the Agriculture Place (Agri-Tower) site in downtown Regina. Of

his experience John says, "I love it. It's amazing!"

It was a big decision for John to take up a job in Regina and leave his girlfriend and four young children in Prince Albert. He says, "I needed to do something to build my future and that of my children." But the move to Regina was not without challenges. John had difficulty finding affordable housing. So he spent his first month in Regina staying in an emergency housing /shelter. *Continued on Page 5.*



Heavy Equipment Operator/Class 1A Graduation

By James Oloo

Aboriginal Heavy Equipment Operator and Class 1A Pre-employment training is a program in the safe operation and maintenance of heavy machinery. At the end of the 13-week program, clients graduate with a Heavy Equipment Operator certification and Class 1A drivers' license (HEO/Class A1). The program includes hands-on and practical training in the field, and classroom teaching at SIIT.

On July 24, 2015, friends, families, dignitaries and guests gathered at Wanuskewin Heritage Park to celebrate the presentation of certificates to ten graduates of the 2015 HEO/Class A1. Three of the graduates, Chris Mason, Cory Morissette, and Rachelle Pederson, are sponsored by GDI Training and Employment, and work closely with Employment Counselor Dwayne Docken. The three were hired by the City of Saskatoon after completing the training.

Beyond statistics are powerful testimonies of how the HEO/Class A1 program

has changed the lives of the participants. Chris Mason was playing music for a living before he heard about the HEO/Class A1 program. He got in touch with GDI Training and Employment and was accepted into the program. Chris thanks GDI for the opportunity and points out that the program was a major step in his quest to enter skilled trades. While he notes that career change will not be easy, Chris says he's ready for the challenge and a steady source of income.

Cory Morissette describes his experience in the HEO/Class A1 program as "Overwhelming, exciting, and enjoyable." Before coming to GDI, Cory was unemployed. He says, "Now I have a certificate to prove my qualification and inspire myself and others, plus, I have a job!"

Like Chris and Cory, Rachelle Pederson is grateful for the opportunity to train in the HEO/Class A1 program. She believes that "the program will open doors" for her.

This is the sixth year of the program which is offered in

partnership with the City of Saskatoon, Saskatoon Tribal Council, Saskatchewan Indian Institute of Technologies (SIIT), and the GDI Training and Employment. Among the speakers at the graduation ceremony were Mayor Don Atchison, GDI Training and Employment Director Lisa Wilson, SIIT's Elvis Kravitz, and the Saskatoon Tribal Council Vice Chief Mark Arcand. Daniel Sakwatamoo spoke on behalf of the graduates while Jodi Fick-Dryka of the City of Saskatoon was the emcee. Elder Oliver Cameron opened and closed the event with prayers.

The speakers noted that Aboriginal women are making inroads into the hitherto male-dominated trades including HEO training. They also noted the importance of partnership in delivering the program as well as employment opportunities that are available to graduates.

A total of 41 students have gone through the HEO/Class A1 program. More than one half of the graduates have been hired by the City of Saskatoon. 🌐



Heavy Equipment Operator and Class 1A Pre-employment Program graduates: Cory Morissette (front left), Rachelle Pederson, and Chris Mason with Lisa Wilson and Dwayne Docken



GDI Training & Employment Director Lisa Wilson



Chris Mason after receiving his certificate. On the left is Vice Chief Mark Arcand of the Saskatoon Tribal Council
Photos by James Oloo

Employee Motivation ... *continued from Page 1*

The top financial incentives that were considered, namely, cash bonuses, increased base pay, and stock or stock options, often play critical roles in whether employees believe their companies value them, take their well-being seriously, and strive to create opportunities for professional development and career growth.

Yet the study cited above shows that these financial

incentives are equally important or less important for employee motivation than the non-financial motivators.

Over the years, Gabriel Dumont Institute has developed policies and practices to promote employee motivation and enthusiasm, and to make the Institute an employer of choice. These include financial motivators such as wage level that is equivalent

or higher than that of like organizations as well as exceptional benefits and perks. Gabriel Dumont Institute also employs non-financial motivators including professional development and capacity building, enhanced employee engagement, and celebration of service and event. All this is certainly something to think about when looking at what motivates you to be the best employee you can be! 🌐



DTI Graduates Over 85 Level 4 (Adult 12) Students

By Chantelle Julé



Alysha Sanderson-Natomagan
Photo by Chantelle Julé

Returning to school as an adult learner is often a tough decision for people as it is one more thing to focus on in their already busy lives. With encouragement from Dumont Technical Institute (DTI) and the changing labour market, many adults are going back to school to earn high school diploma as a key step to pursuing post-secondary education, apprenticeship and trades, or employment.

offered a program in Ile-la-Crosse in partnership with the local school division. On June 30, there were 115 DTI students who had completed their ABE Level 4 program including 86 who received their Grade 12 diploma, and 29 students who are upgrading or will be returning in the fall of 2015.

Warkentine, an ABE Instructor in Prince Albert, commended the students for their hard work and wished them well as they transition into further training or employment.

Best wishes to the graduates in their future endeavours. At DTI, we like keeping in touch with our former students and are always ready to provide them with any help that they may need. As well, we hope to welcome back many who have chosen to continue their post-secondary studies at DTI to build brighter futures for themselves and their families. As the late Métis leader Jim Sinclair said, "In the long term education will determine the degree to which we [as Métis] can truly be a self-determining people." 🌐



Chevy Balzer

As the basic education and skills training arm of the Gabriel Dumont Institute, DTI is proud to have offered Adult Basic Education (ABE) Level 4 programs in Saskatoon, Regina and Prince Albert Learning Centers during the past school year. We also

Senior Program Coordinator Claudette Moran introduced the winner of a first time ever award. Alysha Sanderson-Natomagan was recognized for having 100 percent attendance record. The Valedictorian of the 2015 Prince Albert Level 4 Graduation Class spoke about her experience, motivation, and future plans. Dennis

Success Story: Chevy Balzer

By James Oloo and Audrey Arcand



Matthew Buffalo
Year 1 Apprentice Carpenter
GDI Aboriginal Apprenticeship
Project, at the new Mosaic
Stadium, Regina
Photos by James Oloo

Chevy Balzer joined the GDI Aboriginal Apprenticeship Project in October 2014. He was indentured with the Saskatchewan Apprenticeship and Trades Certification Commission in March as a Year I apprentice Automotive Service Technician. Chevy works at the Bridge City Transmission Ltd in Saskatoon.

Chevy says that ever since he was a little boy, he has always wanted to work on cars. He graduated from high school in 2010 and completed a pre-employment Automotive Service Technician program at Saskatchewan Polytechnic in 2013. The pre-employment training was paid for by Chevy's grandparents and his student line of credit.

Before coming to GDI, Chevy worked at an auto-shop. However, he was not satisfied with being an employee and

wanted to join an apprenticeship program with the aim of earning a journeyman certification. A family member then told him that as Métis, he could get help at GDI. Chevy contacted GDI and soon after got a placement with Bridge City Transmission through the GDI Aboriginal Apprenticeship Project. He works closely with Audrey Arcand, his Employment Counselor.

Chevy says he likes his job. "Everyone is encouraging and welcoming and Wilf treats me like everyone else. He checks on me to see if there are problems." Wilf Baier is the owner and manager of Bridge City Transmission. Chevy asserts that "I love this line of work." When asked what he liked most about the program, Chevy said, "Having a counsellor who is always

helpful makes me feel that I can do this." He continues, "It is good to have a Métis organization (like) GDI that is giving me support and encouragement ... Thanks a lot GDI for the opportunity to (enable me to) do what I love, and for having faith in me." He has recommended the apprenticeship project to others, some of whom have joined the program.

Wilf noted that, "I have been in this business for over 35 years. One thing is for sure, Chevy has a positive attitude, is motivated to learn, and is a great worker." Wilf described the partnership with GDI as "a win-win situation." He continues, "They (GDI) gives us wage subsidies that enable me to keep Chevy here (and) are always there for Chevy and to answer my questions." All the best Chevy! 🌐



John Custer: An Inspiring Story ... Continued from Page 2

GDI Master of Education Grad Party, July 30, 2015

Equally challenging for John was accessing work tools and affordable transportation in the new and bigger city. However, the GDI Training and Employment Centre in Regina worked with John to resolve most of the challenges.

Among the things John likes at his workplace are that "All the guys are great to work with. For the first time, I work with guys from different ethnic groups, people from different countries, yet it's a brotherly bond." He also points out that "the (work) shadow program in which a rookie employee is paired with someone more experienced means that I have a mentor that I can ask anything. Plus, folks at GDI are always watching my back."

John says that he wants to get his journey person certification in carpentry. The 28 year old hopes to be a foreman, and be able to lead a crew at a construction site. For now he enjoys his work and states that he has received positive reviews from his supervisor. "I am just trying to do my best and to stay safe. I got more financial independence now: my own apartment, and Coram treats me well." John asserts that "this is an opportunity of a lifetime. My life is changing for the better. I can feel it each day. and guess what, I am doing pretty good. I surprise myself. I have never missed work and I have never come to work late." He is "thankful to GDI for changing my life." You are welcome, John. 🙏



Cory McDougall, Director of Finance, looks on as Mike Relland, GDI-University of Regina Master of Education Head congratulates one of the graduates (An article on the event will appear in the August Communicator) Photo by James Oloo

Payroll Cutoff Calendar – August 2015

By Carmala Thiessen and Veronica Verzonowski

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

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

Visit us at
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)

Follow us on Twitter!
@gdins_org



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