



BC First Nations Capacity Building Strategy

First Nations Public Service Secretariat

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Introduction and Background

- BC First Nations leaders recognized the need to support the First Nations Public Service (people who work in First Nations communities) as BC First Nations move toward the implementation of Treaties and Self-government Agreements
- 2008-2010 resources were secured to develop a coordinated strategy to support communities in all of their activities.
- The Capacity Building Strategy is now complete and the First Nations Public Service Secretariat is implementing the strategy.

Introduction and Background Cont.

The Vision Statement of the strategy is:

BC First Nations that are exercising their decision-making rights and responsibilities through governments and administrations that strive for excellence in community service.

The Mission Statement is:

The First Nations Public Service Secretariat's mission is to strengthen and enhance capacity in First Nations communities and organizations, on an individual and nation level.

Introduction and Background

Goal One

- *Strengthen and support relationships between First Nations Leadership, administration and communities;*

Goal Two

- *Coordinate and strengthen human resource development for Nation workers in the core competencies: human, financial and information management and policy development;*

Goal Three

- *Support and enhance human resource development efforts for Nations workers in a range of professional sectors such as health, education, children and families, resource management etc.*

Goal One

Provincial and
Federal
Internship
Programs

Federal
Middle
Management
Program

Development
of a Road
Map for
Managers

Development
of Job
Shadowing
and Exchange
Programs

Goal Two

Records and Information Management, Boot Camp, Toolkit, and Mentorship

Human Resource Management Boot Camp, HR Resource, Network

Financial Management Training – AFOA BC Partnership

Policy Development Boot Camp and Resource Tool
IPAC

Goal Three

Working with
the FNHC on
FN HHR
Strategy

Working with
FNHC on
Health Financial
Management
Training

Other Key Activities

- Discussions with Public Post-secondary Institutions regarding the development of accredited First Nations specific Public Administration programming; including Public Policy, Financial Management, etc.
- Developing a foundation to support workshops being delivered through webinars, partnering with LGMA
- Developing a Framework to support a mentorship program

Other Key Activities

- Developing a formal job shadowing program with the BC Public Service Agency
- Working with the BCPSA to support job exchange and short term job fill opportunities between the provincial and First Nations' Public Services
- Working with the Aboriginal Post-secondary Education and Training Partners (including MAVED) on the development of the Aboriginal Post-secondary Policy Framework



PARTNERSHIPS

Partnership Agreements in Place or Draft

- Association of Records and Information Managers and Administrators – signed October 14, 2010
- Canada School of Public Service – MOU signing pending, negotiations complete
- BC Public Service Agency – MOU in progress of being signed through the mail
- Local Governance Management Association (MOU) – need to set signing date

Partnership Agreements in Place or Draft

- Institute of Public Administration of Canada MOU signed February 2011
- Indigenous Adult and Higher Learning Association
- BC Academic Health Council – negotiations in process
- BC Treaty Commission

Sample process

Boot camps	Practical Experiences	Accredited Programming	Professional Development
RIM	Mentoring	Follow pathway to designation	Can be taken with or without designation
	Follow an application through the provincial lands, title and survey office	Determine if designation is required	Can be taken with or without designation

Options

One to two day introductory workshops

Accredited courses that can count for post-secondary credit

Formal training that leads to completing formal educational outcomes like certificate, diploma, associate degree, degree, or post-graduate studies

Combine training with experiential opportunities like:

Job Shadowing

Mentorship

Exchange Opportunities

Federal Public Service

Provincial Public Service

Other First Nations

Industry partners

First Nations Public Service

Secretariat

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