

The Courage to Excel

2010-2015

Purpose of the BC First Nations Public Service Capacity Building Strategy

The purpose of the BC First Nations Public Service Capacity Building Strategy is to provide a road map for First Nations communities and organizations in BC as they pursue excellence in community service.

The Strategy will identify opportunities to work through partnerships and/or other arrangements to strengthen and enhance community and organizational capacity to deliver quality services to BC First Nations communities.

The Strategy will also identify mechanisms for building networks of support and coordination for First Nations communities and organizations.

Guiding Principles:

Public Service enhancements must respect community values: cultural match, respect, innovation, transparency, courage.

Excellence in community service will support the rebuilding of Nations, which is currently underway.

Public Service development must strengthen individuals and the community as a whole – respecting individuality while supporting Nation rebuilding.

BC First Nations Context

Opportunities:

- Increasing, young population
- Willingness to be innovative
- Commitment to nation rebuilding
- Decrease in mainstream labour market, creating space for BC First Nations people and communities

Challenges:

- Limited and unpredictable resources: financial and human
- Primarily dependent on government funding and programming
- Uncertain economy
- Poor perception of the BC First Nations Public Service: internally and publicly
- Minimal ability to financially support succession planning

Three Goals:

Strengthen and enhance relationships between leadership, administration, and communities

Strengthen and enhance core competencies identified as human, financial, and information management, and policy development.

Strengthen and enhance sectoral specific service delivery and supports.

1. *Strengthen and enhance linkages between leadership and administration.*
 - 1.1 Training for First Nations' Chiefs and Councils regarding roles and responsibilities and relationship with their administration.
 - 1.2 Creation and implementation of a provincially coordinated, locally implemented community recognition program. *"The Courage to Excel!"*
 - 1.3 Leadership development through Youth Internship Programs with both provincial and federal governments.
 - 1.4 Create promotional materials highlighting employment opportunities in First Nations communities, including the required training for the various positions.
 - 1.5 Engage youth at youth gatherings and through Aboriginal youth organizations.
 - 1.6 Development and implementation of provincially coordinated recruitment and retention strategy that will support community recruitment and retention efforts. Promote career opportunities in First Nations communities to attract talented individuals.
 - 1.7 Development and implementation of employee wellness strategies.
 - 1.8 Establishment of a First Nations Public Service Secretariat to provide networking and coordination support to First Nations communities and organizations.
 - 1.9 Research and business case development for adequate funding of compensation of employees in the First Nations Public Service.
2. *Strengthen and enhance core competencies.*
 - 2.1 Creation and publication (on-line and hard-copy) of a general orientation package, including templates and suggested implementation ideas.
 - 2.2 Development and delivery of community based training opportunities in the core competency areas: human resource management, financial management, policy development, and information management.
 - 2.3 Development of regional expertise in core competency areas to provide support at the local level.

- 2.4 Development and publication of template Professional and Personal Growth Plans for utilization in communities.
3. *Strengthen and enhance sectoral specific service delivery and supports.*
 - 3.1 Support First Nations regional organizations: capacity building, sharing services, and evaluation of services and program delivery.
 - 3.2 Create networking opportunities at the request of First Nations communities and organizations to support information sharing, including successes, common challenges, and undertaking strategic planning as appropriate.
 - 3.3 Support the establishment of partnerships with sectoral specific professional associations and regulatory bodies as appropriate.
 - 3.4 Support the development of models of respectful partnership agreements with post-secondary institutions for the development and delivery of community based, culturally appropriate, academically rigorous, sectoral specific programming.
 - 3.5 Work with First Nations and public post-secondary institutions to attract and retain First Nations youth.
 - 3.6 Work with First Nations and public post-secondary institutions to develop and offer programming that meets the specific needs of First Nations communities.

How to measure progress:

To ensure that the actions undertaken to implement this strategic plan are effective, several mechanisms will be employed to measure change. There will be two types of data collected: qualitative and quantitative.

Qualitative data

Qualitative data can be collected through such means as satisfaction surveys of communities regarding each of the elements of the strategic plan, as appropriate, and evaluations of community and/or provincial First Nations organizations.

Quantitative data

Types of quantitative data that can be collected could include:

- Number of interns completing internship programs and gaining employment
- Number of participants in each training opportunity
- Number of participants enrolled in and completing sectoral specific programming
- Number of partnerships established and successfully implemented

- Number of recipients of “The Courage to Excel” awards, including number of communities implementing the program
- Number and range of promotional materials distributed
- Number of youth reached through youth gatherings and other outreach programs
- Number of youth completing post-secondary education
- Number of programs developed and offered specifically related to First Nations programming