

FIRST NATIONS PUBLIC SERVICE CAPACITY BUILDING STRATEGY INITIATIVE

SUMMARY OF ACTIVITIES 2008-2010

Parallel to the consultation and development of the First Nations Public Service (FNPS) Capacity Building Strategy, several activities and partnerships were piloted and negotiated to determine if they are appropriate for inclusion as strategies in the FNPS Capacity Building Strategy. They were also undertaken to bring immediate opportunities to First Nations communities and organizations. The following information represents a summary of these undertakings and the outcomes.

Community Consultations

Three rounds of Regional Sessions were conducted over the 2008-2010 fiscal years (14 sessions in total) 250 individuals attended. Several community visits were also undertaken including Ktunaxa Nation and Sto:lo Canada in Chilliwack.

A province wide forum was hosted in October 2008 to launch the initiative, 40 attended and provided input and feedback.

The FNPSS co-hosted with the Aboriginal Finance Officers Association (AFOA) of BC, a province-wide conference in June 2009. During the second round of regional sessions community representatives requested a conference that would highlight some of the provincial level sectoral support organizations. The conference included over 100 First Nations Administrators, Band Managers, and Financial Managers from First Nations organizations and communities across BC. The evaluations were extremely positive.

Two surveys were conducted, one of the First Nations organizations at 100 Park Royal to determine the potential uptake on shared Human Resource Management services and the second of the First Nations Health Directors. The First Nations organizations agreed that they would support a shared Human Resource Management Director on a pro-rated basis. The Health Directors indicated that the four core functions of Human, Financial, and Records Management, along with Policy Development as identified by communities are also critical in the area of health. The Health Directors also asked to include a foundation course regarding the complex legislative and policy environment governing First Nations health programming.

Outcomes: Over 400 individuals have been consulted, provided direction and suggestions, and added to the FNPSS Communications Network.

The roles and functions of the FNPSS have been set by First Nations in BC, and the consultations have served as a marketing tool to increase the understanding of the First Nations Public Service and capacity building opportunities.

Communications Strategy

The FNPSS' Communications Strategy is evolving and at present includes the following approaches.

The **Community Consultations** are the most critical component of the communications strategy.

The **FNPSS website** was launched in October 2008 and has recently been upgraded with the new look and full strategy and FNPS Secretariat Business Plan.

Promotional Materials are currently being drafted that will complement the "branding" on the FNPSS website.

Public Outreach includes participation in conferences, speaking engagements upon request and updates to BC First Nations Chiefs.

Outcomes: Community consultation outcomes listed in the update on community consultations.

Development of the FNPSS Website.

Promotional materials were developed in 2008 and are undergoing updating to fit the final Capacity Building Strategy and Secretariat information.

Staff of the FNPSS has shared information regarding the First Nations Public Service Capacity Building Strategy at 12 different conferences and other public events.

Training Opportunities

Twenty-five First Nation employees accessed direct training opportunities through the Canada School of Public Service, BC Public Service Agency, Local Governance Management Association, and the Ministry of Environment (conservation officer's introduction).

Three First Nation employees from various communities in BC were supported to participate in the 4th Annual Health and Education Administrative Professionals Conference in Victoria.

Seven students from First Nations communities around BC were supported to participate in a week long introduction to Conservation Officer Training in Nanaimo.

Outcomes: 35 persons from First Nations communities and organizations have accessed and completed training in a variety of opportunities such as Writing Briefing Notes, How Ottawa Works, Project Management, and Introduction to Conservation Officer Training.

Four partnerships are being finalized with training institutions or associations to secure quality training opportunities that are relevant, accessible, and affordable.

Provincial Aboriginal Youth Internship Program

The Provincial Aboriginal Youth Internship Program is in its third year of operation and has supported 62 Aboriginal young people with placements in provincial ministries and First Nations organizations and communities.

Outcomes: 62 youth have had work experience and professional development opportunities in the Provincial Public Service as well as placements with in the First Nations public service.

Federal Youth Internship Program

Parallel to the Provincial Aboriginal Youth Internship Program a Federal Aboriginal Youth Internship was developed and launched March 3, 2010. The program support 11 entry level and one middle manager positions in seven different federal departments for a year-long work and learning opportunity in the federal government and concludes with a three month opportunity in a First Nations organization or community.

Outcomes: 12 Aboriginal persons have been hired to participate in a yearlong Federal Aboriginal Youth Internship Program. After one year there is the opportunity to remain in the federal public service if the Interns and Departments both agree.

Federal Aboriginal Youth Internship Program Structure, including all necessary approvals from Ottawa, partnerships for training and placements. The program was jointly developed by the Public Service Commission of Canada and the First Nations Public Service Secretariat.

Job Shadowing

One Executive Assistant in a First Nations organization spent four days in an Assistant Deputy Minister's office in Victoria Job Shadowing.

Outcomes: One Executive Assistant received training regarding the role and responsibility of their job.

Development of Terms of Reference for further job shadowing opportunities. The Terms of Reference will provide a structured approach to placement including the identification of learning outcomes and process for evaluating the experiences.

Research/Projects

A **Records Management Toolkit** was developed that provides information regarding the regulatory framework that articulates the standards and procedures required in records management to have records that are court ready, accessible, and retrievable. This project included partnerships with the First Nations Technology Council, the National Centre for First Nations Governance and the Local Governance Management Association, as well as input from a group of persons who have a Master's in Library Science, certification in Records and Information Management, and are practicing in their field.

The Records Management Toolkit is being used as the text book for training modules that are being developed in partnership with the Librarians at the Xwi7xwa Library at the University of British Columbia, for delivery in First Nations communities.

To support students who access the training a partnership is being finalized with the Association of Records and Information Management (ARMA), this partnership will pair First Nations students with mentors close to their communities who can provide support and assistance as the learners begin to utilize their records management training. ARMA is also responsible for providing training and assessment leading to certification in records and information management certification.

Outcomes: Records Management Toolkit/Textbook

Training program that ladders to certification and degrees in records and information management.

Mentorship Program for Records and Information Managers and clerks.

Consultations were hosted and facilitated by the FNPSS with the Deans of **Nursing in BC** to identify existing supports and efforts to recruit and retain First Nations nursing students. The summary of the first session identifies 11 existing strategies including Bridging Programs and Designated seating, as well as areas for growth, including research and collaboration activities. The second Nursing Program Forum will identify one research project and one opportunity for collaboration to be undertaken in the 2010-2011 fiscal year.

Outcomes: Two Nursing Forums including representation from 12 post-secondary institutions and summaries for each.

Two projects, one research (effective approaches to nursing practica in First Nations communities) and one collaboration project (multiple institutions agreeing to work together to share resources, create economies-of-scale and support Bridging Programs) for the 2010-2011 fiscal year.

Partnerships with First Nations Organizations

While this has been the most difficult area of focus over the last two years two strong partnerships have been established with the First Nations Health Council (FHNHC) and the First Nations Education Steering Committee (FNEESC). Preliminary discussions continue with the First Nations Technology Council, the National Center for First Nations Governance, the New Relationship Trust, and the Aboriginal Finance Officers Association. Agreements are being established to build on existing strengths, to minimize duplication of efforts to support capacity building in First Nations communities.

Outcomes: Two established partnerships.

Four developing partnerships.

Partnerships with Post-secondary Institutions

There have been discussions and partnerships with 14 post-secondary institutions and the Indigenous Adult and Higher Learning Association to explore existing training programs, develop promising partnership agreements with First Nations, and identify collaboration opportunities to create economies-of-scale in program delivery models.

Consultations with First Nations communities and organizations regarding what they want included in partnership agreements so that the agreements are respectful, effective, and relevant to First Nations.

A partnership with BC Campus¹ is being explored that would provide funds to support a Collaboration Coordinator to work with First Nations communities and organizations, and Post-Secondary Institutions is emerging.

Partnerships with Professional and Regulatory Associations

Two partnerships are being discussed with the Association of Records and Information Administrators (ARMA) and the BC Human Resource Management Association (BCHMRA); both organizations serve as regulatory and professional development agencies. A partnership would support increased First Nations access to accredited professional development opportunities as well as pathways to becoming certified in their fields of expertise. A further benefit would be access to mature mentorship programs all over BC.

Policy and Legislative Advocacy

At the request of the Deputy Minister of MALD, Barb Kavanagh (FNESC) and Christa Williams (FNPSS) prepared the Aboriginal Post-secondary Policy Paper, June 2008, to inform discussions with MALD and other post-secondary stakeholders who sit at the Post-secondary Education and Training Partners Table².

Outcomes: Aboriginal Post-secondary Policy Paper.

Agenda for discussions with BC regarding an Aboriginal post-secondary education policy framework.

¹ BC Campus is provincially sponsored through the Ministry of Advanced Education and Labour Market Development (MALD) to identify, develop, implement, and promote flexible online learning initiatives across BC's post-secondary system.

² The BC Post-secondary Education and Training Partners signed a Memorandum of Understanding in March 2005 to work together to increase the number of Aboriginal peoples participating in and completing post-secondary education and training. The Partners include: First Nations, Canada, BC, the Research Universities, the BC Colleges, the new Universities, the Metis, the United Native Nations, Aboriginal Human Resource Development Agencies, and among others.