

2018-2019



Aboriginal Health Human Resources Initiative (AHHRI) Annual Report
2018-2019

THE ATLANTIC POLICY CONGRESS

OF FIRST NATIONS CHIEFS SECRETARIAT

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Table of Contents

<u>AHHRI Summaries</u>	Page Number
2018-2019 AHHRI Executive Summary	3
2018-2019 AHHRI Administrative Details	4
<u>AHHRI Funded Summaries</u>	
First Nations Health Managers Association (FNHMA) – National Conference	5
New Brunswick Community College – Early Childhood Education (ECE)	5
Union of New Brunswick Indians Training Institute (UNBITI) – Early Childhood Education (ECE) Program and Personal Support Worker Program	5
Thunderbird Partnership – Buffalo Riders	5
2018-2019 AHHRI APPLICANTS INFORMATION and TRACKING SHEET	ANNEX A
Activities Completed/Outcomes Achieved as Identified in Work Plan	ANNEX B

2018-2019 AHHRI Executive Summary

For 2018-2019, the Atlantic Policy Congress of First Nations Chiefs Secretariat (APC) funded several trainings through the Aboriginal Health Human Resources Initiative (AHHRI).

For the First Nations Health Managers Association (FNHMA), one applicant was funded for general membership. The same applicant attended the annual FNHMA National Conference in Banff, Alberta on November 5 to 7.

Four applicants enrolled in the Early Childhood Education (ECE) program offered by New Brunswick Community College.

Ten applicants enrolled at the Union of New Brunswick Indians Training Institute (UNBITI); four in the ECE program and six in the Personal Support Worker program.

Twenty applicants enrolled in the Buffalo Riders program, offered by the Thunderbird Partnership.

Overall, one Health Director and 34 Community-Based Workers benefited from the program.

2018-2019 AHHRI Administrative Details

One Call for Applications (Call) was issued for the 2018-2019 fiscal year. The Call was issued on June 5 with a July 16 deadline. This was done via mass email to all Atlantic First Nations Health Directors and Health Techs, Treatment Centre Directors, and to Healing Our Nations. The AHHRI Committee met on July 17 to review and score the applications.

Thirty-five applications were approved. Several were disqualified for being ineligible or were subsequently withdrawn. For those wishing to attending the First Nations Health Managers Association (FNHMA) National Conference in Banff, Alberta, to do their Prior Learning and Assessment Recognition (PLAR) certification and/or have their membership fees covered, they only needed to inform the Health Policy Analyst of this (they did not need to fill in the application form). APC arranged a direct billing payment system with the FNHMA. For the remainder of the applications, the application was filled out and signed off by the community's Health Director or organization's Executive Director. Four applicants did the Early Childhood Education (ECE) program offered by New Brunswick Community College. The rest of the approved applicants (ten) were approved for either the ECE program or Personal Support Worker (PSW) program at the Union of New Brunswick Indians Training Institute (UNBITI). Twenty applicants were funded the Thunderbird Partnership's Buffalo Riders program, a substance abuse-reducing program for youth. These applicants were members of the Maliseet Mental Wellness Team in New Brunswick.

Many former UNBITI students who were funded by AHHRI now accept current students for practicums in their classrooms or places of employment. Former students also continue to stay in touch with UNBITI and promote education opportunities and program as well as the AHHRI program. Many students feel AHHRI changed their lives. UNBITI has 48 students who are looking for funding in 2019-2020, which demonstrates the continued importance of the AHHRI program.

The AHHRI Selection Committee (Committee) was made up of representatives from APC, First Nations and Inuit Health Branch/Indigenous Services Canada (FNIHB/ISC), and a representative from Nova Scotia, New Brunswick, and Prince Edward Island. **Please see Executive Summary and Annex A and B for funded item details and work plan results.**

Throughout the year, Atlantic First Nations Health Directors and Health Techs were also consistently informed of AHHRI activities. APC presented an update at the Health Directors' meeting (October 24 and 25) and APC submitted a standing AHHRI Report to the Health Partnership in January.

In January, APC launched a survey to evaluate AHHRI. Health Directors responded to three questions and provided feedback to the AHHRI program during the February Health Directors' meeting. The survey asked whether there were other CBW health training requirements/priorities they would like to be supported by AHHRI in addition to what is identified in the 2016 AHHRI Guidelines. They were also asked how else they would like to see AHHRI support them in terms of their professional development as well their overall thoughts on the way AHHRI is administered. Findings from the survey, discussion at the February Health Directors' meeting, and other feedback relevant to AHHRI that arose during other meetings was summarized in "AHHRI Survey 2019 Findings and Additional AHHRI-Related Feedback." This report was shared with regional and national AHHRI representatives. The intent is to change program guidelines for the future and to ensure AHHRI is as meaningful and supportive of First Nations' communities' goals as possible while contributing to addressing inequitable health outcomes in Canada.

2018-2019 AHHRI Funded Summaries

First Nations Health Managers Association (FNHMA) – National Conference

APC-AHHRI funded one person from the Atlantic to attend the FNHMA National Conference in Banff, Alberta from November 5 to 7 to maintain their certification.

New Brunswick Community College (NBCC) – Early Childhood Education (ECE)

APC-AHHRI funded four applicants to do an NBCC ECE program.

Union of New Brunswick Indians Training Institute (UNBITI) – Early Childhood Education (ECE) Program and Personal Support Worker Program

APC-AHHRI funded ten students to do programs from UNBITI; four for ECE and six for Personal Support Worker. All ten were successful and will be graduating on July 4, 2019. All students were from New Brunswick First Nations communities; Kingsclear, Oromocto, Eel River Bar, and or Tobique.

Thunderbird Partnership – Buffalo Riders

APC-AHHRI funded the Thunderbird Partnership's Buffalo Riders program, a substance abuse-reducing program for youth. The applicants (20 participants) were members of the Maliseet Mental Wellness Team in New Brunswick.

ANNEX A

AHHRI Applications 2018-2019 Provisionally Accepted

Name	Location	Supervisor Name and Contact Info	Program	Confirm Enrollment or Date Expected to be Enrolled in Classes	Expected Completion Date
Angela Munn	Oromocto, NB	Paula Bartlett paula.bartlett@ofnb.com 1-506-357-1027	Early Childhood Education Diploma - Union of New Brunswick Indians Training Institute (UNBITI)	Enrolled	01-Jul-19
Tiffany Catheline	Oromocto, NB	Paula Bartlett paula.bartlett@ofnb.com 1-506-357-1027	Early Childhood Education Diploma - Union of New Brunswick Indians Training Institute (UNBITI)	Enrolled	01-Jul-19
Caroline Sappier	Tobique, NB	Roxanne Sappier twcenter@nb.aibn.com 1-506-273-5430	Early Childhood Education Diploma - Union of New Brunswick Indians Training Institute (UNBITI)	Enrolled	01-Jul-19
Catherine Bear	Tobique, NB	Roxanne Sappier twcenter@nb.aibn.com 1-506-273-5430	Early Childhood Education Diploma - Union of New Brunswick Indians Training Institute (UNBITI)	Enrolled	01-Jul-19
Elaine Alison	Wagmatcook, NS	Elaine Allison eallison@wagmatcookhealth.ca 1-902-295-2755	First Nations Health Managers Association	Yes; enrolled.	07-Nov-18
Heather Francis	Elsipogtog, NB	Claudia Simon claudia.simon@ehwc.ca 1-506-523-8308	New Brunswick Community College - Early Childhood Education	Enrolled	01-Jun-19
Hope Levi	Elsipogtog, NB	Claudia Simon claudia.simon@ehwc.ca 1-506-523-8308	New Brunswick Community College - Early Childhood Education	Enrolled	01-Jun-19

Destiny Wood	St. Mary's, NB	Kelly Gallagher, KellyGallagher@smfn.ca	New Brunswick Community College - Early Childhood Education	Enrolled	01-Apr-20
Lynzie LaPorte	St. Mary's, NB	Kelly Gallagher, KellyGallagher@smfn.ca	New Brunswick Community College - Early Childhood Education	Enrolled	01-Apr-20
Angela Palmater	Eel River Bar, NB	Dean Vicaire deanvicaire2014@gmail.com 1- 506-760-0342	Personal Support Worker Diploma - Union of New Brunswick Indians Training Institute (UNBITI)	Enrolled	01-Jul-19
Care Splude	Eel River Bar, NB	Dean Vicaire deanvicaire2014@gmail.com 1- 506-760-0342	Personal Support Worker Diploma - Union of New Brunswick Indians Training Institute (UNBITI)	Enrolled	01-Jul-19
Derek Mulcahy	Eel River Bar, NB	Dean Vicaire deanvicaire2014@gmail.com 1- 506-760-0342	Personal Support Worker Diploma - Union of New Brunswick Indians Training Institute (UNBITI)	Enrolled	01-Jul-19
Sharon Martin	Eel River Bar, NB	Dean Vicaire deanvicaire2014@gmail.com 1- 506-760-0342	Personal Support Worker Diploma - Union of New Brunswick Indians Training Institute (UNBITI)	Enrolled	01-Jul-19
Cindy Tomah	Kingsclear, NB	Gail Solomon, gailsolomon@kingsclear.ca	Personal Support Worker Diploma - Union of New Brunswick Indians Training Institute (UNBITI)	Enrolled	01-Jul-19
Molly Johnson	Kingsclear, NB	Gail Solomon, gailsolomon@kingsclear.ca	Personal Support Worker Diploma - Union of New Brunswick Indians Training Institute (UNBITI)	Enrolled	01-Jul-19
Maliseet Mental Wellness Team (20 participants)	Tobique, NB	Roxanne Sappier, Kelly Gallagher, Gail Solomon, Paula Bartlett, Catharine Bernard, Amanda McIntosh	Thunderbird Buffalo Riders Program	Enrolled	Fall 2018

ANNEX B

AHHRI Work Plan

Objective #1: To fund FY 2018-19 CBW training opportunities.				
Activities	Expected Results (Outcomes/Indicators Measurement)	Leads	Timeframe	Expenses
a) Call for Applications will be undertaken	<ul style="list-style-type: none"> Call for application will be drafted. – COMPLETED 	Health Policy Analyst	Spring 2018	In-kind policy services.
	<ul style="list-style-type: none"> The following outcomes will be achieved by the CBW call for applications: This call will provide an opportunity for Community Based Workers to increase their skills and training to provide better health care services to First Nations communities; Increase Community Based Workers health care skills and training so that they can provide more efficient and better care to those who receive such services; Improve health service areas such as addictions, chronic disease, mental wellness, personal care, and early 	Health Policy Analyst and CBW Applicants	March 31, 2019	In-kind policy services will be used to track outcomes.

	<p>childhood education, for First Nation community band members;</p> <p>Community Based Workers will develop skills and receive training in order to meet provincial health care systems standards;</p> <p>Upgrade the knowledge and skills of Health Directors to better serve First Nations communities;</p> <p>Allow Health Directors to learn more efficient leadership, management, and advocacy in their work;</p> <p>Address and reduce health issues and barriers facing Aboriginal people in their communities.</p> <p>Improve various health care service areas, such as addictions, chronic disease, mental wellness, personal care, and early childhood education;</p> <p>Health Managers will have an opportunity to upgrade their skills and capabilities to better serve their communities;</p>			
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	<p>Health Managers will have the opportunity to apply to APC for funding to attend the FNHMA National Conference and,</p> <p>Improved capacity of Health Managers in terms of skills, management, and advocacy.</p> <p>Measure number of Community Based Workers and Health Managers uptake of training opportunities.</p> <p>Measure number of communication engagement sessions, number of communiques, and number of participants. – COMPLETED</p>			
b) Determine funding for FY 18-19 CBW applicants	<ul style="list-style-type: none"> • Compile application data in an excel spreadsheet. – COMPLETED 	Health Policy Analyst	Spring/Summer 2018	In-kind policy support
	<ul style="list-style-type: none"> • Refine a CBW Applicant Scoring Sheet for the AHHRI funding selection committee. – COMPLETED 	Health Policy Analyst	Spring/Summer 2018	In-kind policy support
	<ul style="list-style-type: none"> • Have committee agree upon selection process. – COMPLETED 	Health Policy Analyst	Spring/Summer 2018	In-kind policy support
	<ul style="list-style-type: none"> • Set up a funding committee meeting. – COMPLETED 	Health Policy Analyst	Spring/Summer 2018	In-kind policy support

	<ul style="list-style-type: none"> • Host face-to-face committee meeting. – COMPLETED 	Health Policy Analyst	Spring/Summer 2018	Funding committee meeting cost: approximately \$2,000.00. In-kind policy support
	<ul style="list-style-type: none"> • Select applicants for funding. – COMPLETED 	AHHRI Funding Committee	Spring/Summer 2018	In-kind policy support
	<ul style="list-style-type: none"> • Complete post-meeting activities (minutes, travel claims and respond to follow up items). – COMPLETED 	Health Policy Analyst	Spring/Summer 2018	In-kind policy support
	<ul style="list-style-type: none"> • Notify successful applicants. – COMPLETED 	Health Policy Analyst	Spring/Summer 2018	In-kind policy support
	<ul style="list-style-type: none"> • Acquire invoices, set up billing arrangements, track expenses and complete all necessary paperwork to fund students. – COMPLETED 	Health Policy Analyst	Summer 2018 – March 31, 2019	In-kind policy support
	<ul style="list-style-type: none"> • Monitor progress of applicants and report on progress of CBW applicants as required. – COMPLETED 	Health Policy Analyst	Summer 2018 – March 31, 2019	In-kind policy support
	<ul style="list-style-type: none"> • If needed, provided secretariat services for additional AHHRI funding committee meetings. – COMPLETED 	Health Policy Analyst	Fall 2018 – March 31, 2019	In-kind policy support
	<ul style="list-style-type: none"> • First Call completed. – COMPLETED 	Health Policy Analyst	Fall 2018	In-kind policy support
c) Second Call for Applications will be undertaken (if necessary)	<ul style="list-style-type: none"> • Second Call for application will be drafted. – UNNECESSARY 	Health Policy Analyst	Fall 2018	In-kind policy services.

	<ul style="list-style-type: none"> The following outcomes will be achieved by the CBW call for applications: This call will provide an opportunity for Community Based Workers to increase their skills and training to provide better health care services to First Nations communities; Increase Community Based Workers health care skills and training so that they can provide more efficient and better care to those who receive such services; Improve health service areas such as addictions, chronic disease, mental wellness, personal care, and early childhood education, for First Nation community band members; Community Based Workers will develop skills and receive training in order to meet provincial health care systems standards; Upgrade the knowledge and skills of Health Directors to 	Health Policy Analyst and CBW Applicants	March 31, 2019	In-kind policy services will be used to track outcomes.
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	<p>better serve First Nations communities;</p> <p>Allow Health Directors to learn more efficient leadership, management, and advocacy in their work;</p> <p>Address and reduce health issues and barriers facing Aboriginal people in their communities;</p> <p>Improve various health care service areas, such as addictions, chronic disease, mental wellness, personal care, and early childhood education;</p> <p>Health Managers will have an opportunity to upgrade their skills and capabilities to better serve their communities;</p> <p>Health Managers will have the option to apply to APC for funding to attend the FNHMA National Conference and,</p> <p>Improved capacity of Health Managers in terms of skills, management, and advocacy.</p> <p>Measure number of Community Based Workers</p>			
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	<p>and Health Managers uptake of training opportunities;</p> <p>Measure number of communication engagement sessions, number of communiques, and number of participants. – UNNECESSARY</p>			
Objective #2: Write Final Report and Wrap Up				
Activities	Expected Results (Outcomes/Indicators measurement)	Leads	Timeframe	Expenses
a) Complete Final Report	<ul style="list-style-type: none"> Narrative final report complete. – COMPLETED 	Health Policy Analyst	March 31, 2019	In-kind policy services