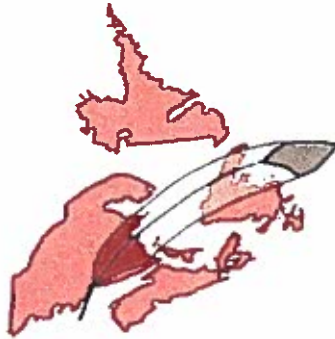


2015-2016



**Aboriginal Health Human Resource Initiative (AHHRI) Annual Report
2015-16**

THE ATLANTIC POLICY CONGRESS

OF FIRST NATIONS CHIEFS SECRETARIAT

www.apcfn.ca

Table of Contents

<u>AHHRI Summaries</u>	Page Number
Executive Summary	3
2015-2016 AHHRI Administrative Details	4
<u>AHHRI Coordinator Monthly Reports</u>	
April 2015	6
May 2015	7
June 2015	8
July 2015	9
August 2015	10
September 2015	11
October 2015	12
November 2015	13
December 2015	14
January 2016	15
February 2016	16
March 2016	17
<u>AHHRI Funded Summaries</u>	
First Nations Health Managers Association (FNHMA) – National Conference, Prior Learning and Assessment Recognition (PLAR), and Online Courses	18
NET Institute Center for Addiction & Recovery Education – Addictions Training	18
Thunderbird Partnership Foundation – Addictions Training	18
Union of New Brunswick Indians Training Institute (UNBITI) – Early Childhood Education (ECE) and Personal Support Worker (PSW) Program	18
2015-2016 HEALTH DIRECTOR FUNDED APPLICANTS INFORMATION & TRACKING SHEET RE SEPTEMBER CALL FOR APPLICATIONS	ANNEX A
2015-2016 CBW FUNDED APPLICANTS INFORMATION & TRACKING SHEET RE SEPTEMBER CALL FOR APPLICATIONS	ANNEX B
2015-2016 CBW FUNDED APPLICANTS INFORMATION & TRACKING SHEET RE DECEMBER CALL FOR APPLICATIONS	ANNEX C
Activities Completed/Outcomes Achieved as Identified in Work Plan	ANNEX D

AHHRI 2015-2016 Executive Summary

For 2015-2016, the Atlantic Policy Congress of First Nations Chiefs Secretariat (APC) funded several trainings through the Aboriginal Health Human Resource Initiative (AHHRI).

APC sponsored 21 persons to attend the First Nations Health Managers (FNHMA) National Conference in Montreal, Quebec, of which two became Certified First Nations Health Managers. For the NET Institute Center for Addiction & Recovery Education, one applicant was partially funded (another subsequently enrolled in a different addiction program at no costs). Three applicants were funded for the Thunderbird Partnership program re addictions. For the Union of New Brunswick Indians Training Institute (UNBITI), APC funded 32 students. Of these, 21 were in the Early Childhood Education program and 11 were in the Personal Support Worker program. From the 32 students, 25 are scheduled to graduate; 18 for Early Childhood Education program and seven in the Personal Support Worker program. The remaining students need more time to complete their programs.

Overall, participants were a mix of Community-Based Workers, Health Directors, Health Technicians, and an APC health staff employee.

2015-2016 AHHRI Administrative Details

Two Calls for Applications (Calls) were issued for the 2015-2016 fiscal year. The first was on September 8, 2015 with a September 25 deadline. This was done via mass email to all Atlantic First Nations Health Directors and Health Techs, and subsequently to treatment centre directors and to Healing Our Nations. Approximately 57 applications were approved. Several were disqualified for being incomplete or did not fall under the AHHRI guidelines and one was subsequently withdrawn. For those wishing to attending the First Nations Health Managers Association (FNHMA) National Conference in Montreal, Quebec, 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, a form had to be filled out and signed off by the Health Director. One was for the NET Institute Center for Addiction & Recovery (another applicant was approved for this but subsequently changed their program to one that did not cost anything). The rest of the approved applicants (34) were approved for either the Early Childhood Education (ECE) program or Personal Support Worker (PSW) program at the Union of New Brunswick Indians Training Institute (UNBITI).

The second Call for Applications were sent out on November 24, 2015 with a December 18 deadline. As per above, this was done via mass email to all Atlantic First Nations Health Directors and Health Techs, and as well as to treatment centre directors and to Healing Our Nations. Twenty-eight applications were approved and the rest (25) were approved for either the ECE program or PSW program at UNBITI.

The AHHRI Selection Committee (Committee) was made up of representatives from APC, First Nations and Inuit Health Branch – Atlantic, and a representative from Nova Scotia, New Brunswick, and Prince Edward Island. The Committee met twice in-person (with some participating via teleconference) to review the applications. The first meeting was on October 5, 2015 and the second was on January 8, 2016. The committee subsequently corresponded by phone and email afterwards for both meetings. **Please see Executive Summary and Annex A, B, and C for funded item details.**

For both Calls, a high number of applications were received from Oromocto First Nation for UNBITI, and the funding need exceeded what was available. As a proposed solution, the Committee worked with the Oromocto First Nation Health Director and UNBITI, and it was decided by consensus that all non-Oromocto First Nations applicants would be funded first, with all remaining monies then funding Oromocto First Nation applicants.

One media article was written in promoting AHHRI activities. This was published in winter 2016 in the Mi'kmaq Maliseet Nations News. The article was about the FNHMA National Conference in Montreal and the Atlantic First Nations Health Directors who received their PLAR certification. The Mi'kmaq Maliseet Nations News is distributed throughout the Atlantic region. It has approximately 560 subscriptions, 1,135 copies are sold monthly, 40 visitors a day at its website, and an estimated readership of about 4,000.

Throughout the year, Atlantic First Nations Health Directors and Health Techs were also kept informed on AHHRI activities. An update was presented at the Health Director meeting (October 21 and 22, 2015). A standing AHHRI report was also submitted to the Health Partnership for their meeting in January 2016.

Some barriers and lessons learned were international trainings and timely enrollment. With the Canadian dollar not being as strong as the U.S., calculating budgets was more challenging due to the currency

exchange. Another issue was timely enrollment into programs. While there were no major issues for the majority of the applicants, a few did not enroll into their program for months after they were approved. This was very challenging as it created uncertainty as to if they would enroll at all. The risk is that, if applicants delay or fail enrolling into their programs, the monies that would have been used for them could have been used for another applicant who otherwise may be ready to enroll into their program. Due to these issues, it was been put forth to the Committee to only allow Canadian training opportunities and to impose “reasonable deadlines” for applicants to enroll into their programs. The Committee accepted these motions.



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – April 2015
DATE: April 30, 2015
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
Public Health & Primary Care Committee Meeting	April 7 and 8	Two-day Public Health & Primary Care Committee meeting held at APC office. Action items assigned as well as finalization of 2015-16 work plan.
Collaborative Approaches to Care Contracts	April 14	Drafted contracts at request of Senior Health Policy Analyst re Collaborative Approaches to Care for Tobique First Nation and Lennox Island First Nation.
Home & Community Care and New Brunswick Nursing Policies	Throughout April	Reviewed all work completed by Deborah Vandewater and emailed documents to Sandra Musgrave for her review.
Provincial Health Services On-Reserve Data Analysis	April 21	Completed data analysis of provincial health services on-reserve validation sheets. Created Presentation based upon results and sent to Kate Gray-Mews for her review.
Sent NATIONAL Contact Info	April 22	Sent out contact info of NATIONAL presenters to those who attended March workshop.
AHHRI	Throughout April	Reviewing and finalizing 2014-2015 AHHRI finances (contracts, invoices, purchase orders, and travel claims).



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – May 2015
DATE: May 27, 2015
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
Regional Health Support Worker (RHSW) Contract Drafting	May 5	Drafted RHSW contract at request of Senior Health Policy Analyst
Aboriginal Health Human Resource Initiative (AHHRI) Discussions with Health Canada	May 7	Sat with APC Senior Health Policy Analyst in conference call with Health Canada re AHHRI 2014-2015 report.
AHHRI Upload to SharePoint	May 7	Uploaded all 2014-2015 AHHRI documents to SharePoint.
AHHRI Presentation for Health Partnership	May 12 and 21	Created AHHRI Presentation on 2014-2015 activities on May 12 and presented them to Health Partnership on May 21.
Met with new Health Partnership Coordinator	May 13	Met with new Health Partnership Coordinator to discuss Health Partnership items.
Chaired First Nations Caucus Meeting	May 19	Chaired First Nations Caucus Meeting at APC at request of Senior Health Policy Analyst.
Spoke with First Nations Health Managers Association (FNHMA) Executive Director	May 21	Spoke with FNHMA Executive Director re Prior Learning and Assessment Recognition (PLAR) specifics, exams, new conference dates, and AHHRI.
Drafting 2014-2015 AHHRI Report	Throughout May	Started drafting 2014-2015 AHHRI report.



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – June 2015
DATE: June 30, 2015
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
Truth & Reconciliation Commission (TRC) Recommendations and PHPC Work Plan	June 4 and ongoing	Started analysis of TRC Recommendations and how they could fit into PHPC Work Plan.
2014-2015 AHHRI Report	June 5	Submitted 2014-2015 AHHRI report.
Health Directors' Meeting	June 10 and 11	Attended Atlantic First Nations Health Directors' meeting, gave AHHRI update, and assisted with facilitation.
Website Update	June 16	Updated APC website to note Cultural Resource Scan availability.
Phone conversation with Health Canada	June 17	Spoke with Linda McCallum and Caryn Small-Legs Nagge re PHPC Work Plan and scheduled tentative in-person meeting for July 3.
Heart & Stroke Foundation Meeting	June 17	Met with representatives of Heart & Stroke Foundation to sit on Board of Directors.
Nursing Policies Authorization/Contract Drafting	June 25 and ongoing	Started drafting nursing policies (PEI and HCC) authorizations and contracts for Deborah Vandewater.



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – July 2015
DATE: July 31, 2015
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
Contract Drafting	Throughout July	Drafted HCC and PEI contracts for Deborah Vandewater.
Met with Health Canada	July 3	Met with Caryn Small-Legs Nagge of Health Canada to discuss PHPC Desired Results.
STBBI Webinar	July 7	Participated in webinar re prevention of STBBIs among older adults.
AHHRI Training Contact Info	July 8	Emailed to Atlantic First Nations Health Directors past AHHRI training contact info.
Phone conversation with Health Canada	July 13	Spoke with Jody Tulk re PHPC and cultural safety.
Spoke with FNHMA Executive Director	July 16	Spoke with Marion Crowe of FNHMA re supporting Health Directors.
Sent out HCC (Phase I) and NB Nursing Policies	July 17	Sent out HCC (Phase I) and NB Nursing Policies to Atlantic First Nations Health Directors.
HIV Webinar	July 23	Participated in webinar re people aging with HIV.
ECWG and HCC Report	Throughout July	Submitted ECWG and HCC 2014-2015 report draft to Senior Health Policy Analyst. Awaiting approval.
AHHRI Proposal	Throughout July	Submitted AHHRI proposal draft for 2015-2016 funding to Senior Health Policy Analyst. Awaiting approval.



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – August 2015
DATE: September 2, 2015
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
Sent AHHRI Committee Inquiry	August 4	Sent out email to Health Directors/Techs inquiring re NS and NB AHHRI reps for Committee.
Sent AHHRI Proposal to Health Canada	August 5	AHHRI proposal sent to Health Canada.
Met with Mental Health Policy Analyst	August 10	Met with new APC Mental Health Policy Analyst.
Health Canada Meeting/Teleconference	August 11	Met with Health Canada and AFN Regional Chief re Public Health.
Continuous Quality Control (Policy) Meeting	August 11	Participated in Continuous Quality Control (Policy) Meeting at APC.
AHHRI Email Update	August 18	Sent AHHRI email update to all Chiefs, Health Directors, and Health Techs.
Contract Drafting	August 18	Drafted Health Conference contract.
Sent AFN Regional Chief Public Health Meeting Items	August 19	Emailed AFN Regional Chief items as per Action Items of August 11 meeting.
Edit Health Conference Documents	August 20	Edited Health Conference documents to be subsequently uploaded to registration site.
Contract Drafting	August 26	Drafted Family Violence Assessment contract.
AHHRI Email and Draft	August 26	Sent AHHRI email of draft application to AHHRI committee for review/feedback.
PHPC Preparation and Meeting	Throughout August and August	Preparing for PHPC Committee meeting which took place on August 31 and September 1.

	31/September 1	
--	-------------------	--



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – September 2015
DATE: September 30, 2015
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
PHPC Meeting	August 31/September 1	Participated in PHPC Committee meeting which took place on August 31 and September 1.
AHHRI	September and ongoing	Sent out email to Atlantic First Nations Health Directors/Techs for Calls for Applications on September 8. Deadline was September 25. Processed/organized applications into Excel. Set AHHRI Committee meeting for October 5.
Sent AFN Regional Chief Public Health Meeting Items	September 2 and 3	Sent Regional Chief Googoo minutes and briefing note re August 11 meeting.
Drafted Janet Rhymes Contract	September 3	Drafted contract for Janet Rhymes re Mental Health and Addictions Plan in First Nations communities.
Healthy Child Development	Throughout September and ongoing	Continuing to review culturally appropriate health child development related training programs.
Health Conference Planning	September 11	Meeting re planning for November Atlantic First Nations Health Conference.



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – October 2015
DATE: October 30, 2015
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
Nova Scotia Heart & Stroke Foundation Board Meeting	October 1	Attended Nova Scotia heart & Stroke Foundation provincial board meeting.
AHHRI Meeting	October 5	Reviewed AHHRI applications with Committee. Agreed to fund all non-Oromocto applications first, then to fund remaining Oromocto applications. Notified successful applicants on October 6.
Health Conference Planning	October 9 and 30	Meeting re planning for November Atlantic First Nations Health Conference.
Drafted Five Year Work Plan	October 13	Drafted and submitted Health Policy Analyst five year work plan.
Phone Conversation with Health Canada	October 15	Phone conversation with Health Canada re PHPC Work Plan items.
Submitted Revised AHHRI Proposal	October 29	Redrafted AHHRI proposal and submitted to Senior Health Policy analyst for review.



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – November 2015
DATE: November 30, 2015
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
FNHMA National Conference	November 3-5	Attended FNHMA National Conference in Montreal.
Janet Rhymes contract drafting	November 4	Drafted contract for Janet Rhymes.
Cultural Safety Teleconference	November 6	Participated in teleconference re cultural safety.
AHHRI travel claims and Purchase Orders	Throughout November and ongoing	Faxed AHHRI travel claims on November 10 and processing throughout month/continuing to do so. Processing Purchase Orders for AHHRI trainings.
Health Conference Planning Committee meeting	November 13	Participated in Health Conference planning meeting at APC.
Policy Group Meeting	November 13	Met with policy group at Health Canada.
Atlantic First Nations Health Conference	November 17-19	Attending Atlantic First Nations Health Conference in Moncton, NB.
AHHRI Documents	November 20	Drafting of AHHRI documents for second Call for Applications.
Mi'kmaq Maliseet Nations News (MMNN) Article	November 20	Submitted article to MMNN re FNHMA National Conference.
AHHRI CBW Call for Applications	November 24	Emailed AHHRI CBW Call for Applications to all Atlantic First Nations Health Directors and other directors.
MMAVC	November 27	Met with NIHB Navigator re MMAVC responsibilities.
FASD e-Vote	November 30	Administered FASD e-Vote.



ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – December 2015
DATE: December 21, 2015
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
Sent CBW AHHRI Reminder	December 1	Sent CBW AHHRI Calls for Applications reminder to Atlantic First Nations Health Directors/Techs.
Heart & Stroke Foundation Meeting	December 2	Attended Heart & Stroke Foundation Board of Directors meeting.
PHPC Committee Meeting	December 8 and 9	Attended PHPC Committee meeting in Moncton, NB.
AHHRI Meeting	December 15	With Senior Health Policy Analyst, met with Health Canada re AHHRI.
MMAYC	December 18	Attempted teleconference (failed) with MMAYC, scheduled meeting for January 8 and 9 in Fredericton.
AHHRI Deadline	December 18	AHHRI CBW application deadline. Committee meeting scheduled for January 8.
AHHRI Travel Claims	Throughout December	Continued to process AHHRI travel claims.



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – January 2016
DATE: January 29, 2016
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
First Nations Co-Tutor for Meds II Professional Competencies Course at Dalhousie Medical School	January 5 and 12	Co-Tutored Meds II Professional Competencies Course at Dalhousie Medical School for medical students re First Nations cultural competency and safety.
AHHRI Standing Report	January 6	Wrote AHHRI Standing Report for Health Partnership.
AHHRI Community-Based Workers Applications Review	January 8	Reviewed AHHRI applications with Committee. Agreed to fund all non-Oromocto applications first, then to fund remaining Oromocto applications. Notified successful applicants on January 13.
Heart & Stroke Foundation – Phone Conversation	January 14	Spoke with Katie Fairweather re Jump Rope for Heart and Health Director engagement. Potentially presenting in June.
Heart & Stroke Foundation – Board Meeting	January 20	Attended Heart & Stroke Foundation board meeting in Halifax.
Drafted National Native Addictions Partnership Foundation (NNAPF) Contracts	January 25	Drafted two contracts for NNAPF.
Cultural Safety Guidelines Conversation	January 27	Spoke with Wade Were re Cultural Safety Guidelines.
Substance Abuse and Economic Development – Meeting	January 28	Attended meeting re Substance Abuse and Economic Development.



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – February 2016
DATE: February 29, 2016
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
Contract drafting – Horizons	February 1	Drafted Horizons contract re research services.
Heart & Stroke Foundation meeting	February 2	Attended Heart & Stroke Foundation meeting in Halifax.
Emailed Health Directors to solicit AHHRI feedback.	February 4 and 12	Emailed Atlantic First Nations Health Directors to solicit AHHRI feedback for revised guidelines.
Provided STBBI Framework feedback	February 4	Provided feedback for STBBI Framework feedback to FNHIB manager.
Health Directors' meeting	February 10 and 11	Attended Atlantic First Nations Health Directors' meeting in Moncton, NB.
Revised AHHRI proposal	February 12	Sent revised AHHRI proposal to Senior Health Policy Analyst.
AHHRI Health Director info	February 23	Sent FNHIB Atlantic Professional Practice Director prior Health Director AHHRI-support info.
Cultural Safety Tool	February 24	Completed draft Cultural Safety Tool as per PHPC work plan. Sent to FNHIB for feedback.
Continuous Quality Control (Policy) Meeting	February 26	Participated in Continuous Quality Control (Policy) Meeting at APC.



**ATLANTIC POLICY CONGRESS
OF FIRST NATIONS CHIEFS SECRETARIAT**

POSITION TITLE: Health Policy Analyst – Jarvis Googoo
SUMMARY TITLE: Health Policy Analyst Monthly Report – March 2016
DATE: March 31, 2016
DEPARTMENT: Health
SUBMITTED BY: Jarvis Googoo

ACTIVITY	DATE	DESCRIPTION
PEI Nursing Policies	March 1	Sent final PEI Nursing Policies to FNIHB for review. Uploaded policies to SharePoint.
UNBITI	Throughout March	Requested quote and processed invoices for several UNBITI applicants from various NB First Nations communities.
M MAYC Issues	Throughout March	Attempted to arrange MMAYC teleconference meeting. Unsuccessful due to low participation. Attempting future date. Inquired into January meeting issues.
Heart & Stroke Webinar Participation	March 3	Participated in Heart & Stroke Foundation webinar.
Cultural Safety Teleconference	March 4	Participated in Cultural Safety Working Group teleconference, gave update on PHPC work.
Emailed Cultural Safety Tool draft to PHPC members	March 9	Sought feedback from PHPC members re Cultural Safety Tool.
Initial conversation with new AHHRI contact	March 21	Spoke with new FNHIB AHHRI interim contact person. Sent in revised AHHRI proposal on March 18.
Request for Proposals re First Nations Control Model	March 24	Reviewed Request for Proposals for First Nations Control Model with Senior Health Policy Analyst and MCPEI Health Tech. Proceeded drafting contract materials for successful applicant.

2015-2016 AHHRI Funded Summaries

First Nations Health Managers Association (FNHMA) – National Conference, Prior Learning and Assessment Recognition (PLAR), and Online Courses

APC-AHHRI funded 21 persons to attend the FNHMA National Conference in Montreal, Quebec from November 3 to 5, 2015. Of those who attended, two from the Atlantic region were awarded their PLAR certification to become recognized as Certified First Nations Health Managers (CFNHM). Membership fees were also covered.

NET Institute Center for Addiction & Recovery Education – Addictions Training

APC-AHHRI funded an online addictions diploma program offered by the NET Institute Center for Addiction & Recovery Education for one participant of the Rising Sun Treatment Centre in Eel Ground First Nation. Those completing the diploma program will be prepared to provide Recovery Management services as well as perform entry level duties under appropriate supervision in clinical programs. It is a 185 hour program.

Thunderbird Partnership Foundation – Addictions Training

APC-AHHRI funded an online addictions program offered by the Thunderbird Partnership Foundation for three participants of We'koqma'q First Nation. The Thunderbird Foundation provides culturally-based information to guide treatment services in First Nations culture as a health in addressing substance use and mental health issues. The three applications will be completing numerous online course for certification and to do 4,000 hours in counselling, screening, and referral. They are expected to complete their program in March 2017.

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

APC-AHHRI funded 32 students to do the ECE or PSW program from UNBITI. Five ECE students were continuing from 2014-2015 and 27 enrolled in 2015-2016. Twenty-five will be graduating this year (September 2016); 18 for ECE and seven for PSW. The remaining seven students (three in ECE and four in PSW) need more time to complete their programs. All students were from New Brunswick First Nations communities; Kingsclear, Oromocto, St. Mary's, and or Tobique.

ANNEX A

2015-2016 Health Directors Funded Applicants Information and Tracking Sheet re September 2015 Call for Applications

Name	Location	Supervisor Name & Contact Info	Program	Amount of Funding Request	Program Start Date/End Date	Amount for Tuition/Registration Fees, Books & Caserequested	Amount of Travel Funds requested	Confirmation dates expected to be enrolled in classes	Expected Completion Date
Roxanne Sappier	Tobique, NB	Health Director twcenter@nbnet.nb.ca 506-273-5550	First Nations Health Managers Association National Conference	2,867.77	November 3 - 5, 2015	820.00	2047.77	September-25-15	05-Nov-15
Claudia Simon	Elsipogtog, NB	Health Director claudia.simon@ehwc.ca 506-523-8308	First Nations Health Managers Association National Conference	3,686.16	November 3 - 5, 2015	1,415.00	2271.16	September-25-15	05-Nov-15
Sharon Rudderham	Eskasoni, NS	Health Director srudderham@eskasonihealth.ca 902-379-2421	First Nations Health Managers Association National Conference	3,026.27	November 3 - 5, 2015	820.00	2206.27	September-25-15	05-Nov-15
Lita Richardson	Esgenoopetjij, NB	Health Director litarichardson@bellalliant.com 506-776-1244	First Nations Health Managers Association National Conference	2,895.27	November 3 - 5, 2015	820.00	2075.27	September-25-15	05-Nov-15
Laurie Touesnard	Potlotek, NS	Health Director ltouesnard@potlotek.ca 902-535-2961	First Nations Health Managers Association National Conference	2,987.57	November 3 - 5, 2015	820.00	2167.57	September-25-15	05-Nov-15

Laurie Nicholas	MAWITV	Health Tech maliseetrd@hotmail.com 506-461-9444	First Nations Health Managers Association National Conference	4,080.96	November 3 - 5, 2015	1,790.00	2290.96	September-25-15	05-Nov-15
Elaime Allison	Wagmatcook, NS	Health Director eallison@wagmatcook.ca 902-295-2755	First Nations Health Managers Association National Conference	2,845.87	November 3 - 5, 2015	645.00	2200.87	September-25-15	05-Nov-15
Denis LeBlanc	Elsipogtog, NB	Health Director claudia.simon@ehwc.ca 506-523-8308	First Nations Health Managers Association National Conference	3,443.97	November 3 - 5, 2015	1,415.00	2028.97	September-25-15	05-Nov-15
Natasha Sock	Elsipogtog, NB	Health Director claudia.simon@ehwc.ca 506-523-8308	First Nations Health Managers Association National Conference	2,848.97	November 3 - 5, 2015	820.00	2028.97	September-25-15	05-Nov-15
Darlene Anganis	Membertou, NS	Health Director darleneanganis@member tou.ca 902-564-6466	First Nations Health Managers Association National Conference	300.00	November 3 - 5, 2015	300.00		September-25-15	05-Nov-15
Angela Paul	Membertou, NS	Health Director darleneanganis@member tou.ca 902-564-6466	First Nations Health Managers Association National Conference	3,085.67	November 3 - 5, 2015	820.00	2265.67	September-25-15	05-Nov-15
Robert MacEachern	APC	Vanessa Nevin vanessa.nevin@apcinc.ca 902-435-8021	First Nations Health Managers Association National Conference	2,527.27	November 3 - 5, 2015	645.00	1882.27	September-25-15	05-Nov-15

Nicole Robichaud	Eel River Bar, NB	Health Director nicole.robichaud@eelriverbar.ca 506-684-6297	First Nations Health Managers Association National Conference	2,741.87	November 3 - 5, 2015	820.00	1921.87	September-25-15	05-Nov-15
Tanya Simonson	Eel River Bar, NB	Health Director nicole.robichaud@eelriverbar.ca 506-684-6297	First Nations Health Managers Association National Conference	2,741.87	November 3 - 5, 2015	820.00	1921.87	September-25-15	05-Nov-15
Jake Caplin	Eel River Bar, NB	Health Director nicole.robichaud@eelriverbar.ca 506-684-6297	First Nations Health Managers Association National Conference	2,741.87	November 3 - 5, 2015	820.00	1921.87	September-25-15	05-Nov-15
Gail Kelly	Kingsclear, NB	Health Director gail.kelly@kingsclear.ca 506-363-4001	First Nations Health Managers Association National Conference	2,543.02	November 3 - 5, 2015	645.00	1898.02	September-25-15	05-Nov-15
Kimberly MacDonnell	We'koqmaq, NS	Health Director jennifermacdonald@waycobah.ca 902-756-2156	First Nations Health Managers Association National Conference	2,982.17	November 3 - 5, 2015	820.00	2162.17	September-25-15	05-Nov-15
Jennifer MacDonald	We'koqmaq, NS	Health Director jennifermacdonald@waycobah.ca 902-756-2156	First Nations Health Managers Association National Conference	2,982.17	November 3 - 5, 2015	820.00	2162.17	September-25-15	05-Nov-15
Elizabeth Paul	Millbrook, NS	Health Director elizabethp@millbrookhealth.ca 902-895-9468	First Nations Health Managers Association National Conference	2,038.22	November 3 - 5, 2015	820.00	1218.22	September-25-15	05-Nov-15

Corrina Milliea	Millbrook, NS	Health Director elizabethp@millbrookhealth.ca 902-895-9468	First Nations Health Managers Association National Conference	2,038.22	November 3 - 5, 2015	820.00	1,218.22	September-25-15	05-Nov-15
Juliana Julien	Paqtkek, NS	Health Director jjulian@paqtkek.ca 902-386-2781	First Nations Health Managers Association National Conference	1,353.67	November 3 - 5, 2015	-	1,353.67	Enrolled late	05-Nov-15

ANNEX B

2015-2016 Community-Based Workers Funded Applicants Information and Tracking Sheet re September 2015 Call for Applications

Name	Location	Supervisor Name & Contact Info	Program	Amount of Funding Request	Program Start Date/End Date	Amount for Tuition/registration fees/books (as requested)	Conform enrollment dates expected to be in classes	Expected Completion Date
Amanda Sanpuwa	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371	ASAP	\$7,371	Upon Payment	Eight Months After Starting - Approximate
Andrea Levi-Green	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371	ASAP	\$7,371	Upon Payment	Eight Months After Starting - Approximate
Angela Sesay	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371	ASAP	\$7,371	Upon Payment	Eight Months After Starting - Approximate
Ashley Presnall	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371	ASAP	\$7,371	Upon Payment	Eight Months After Starting - Approximate
Brenda Marguez	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$2,525	ASAP	\$2,525	Upon Payment	Seven Months After Starting - Approximate

Cassandra Paul	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371	ASAP	\$7,371	Upon Payment	Eight Months After Starting - Approximate
Cathy Paul	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371	ASAP	\$7,371	Upon Payment	Eight Months After Starting - Approximate
Cindy Sacobie	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371	ASAP	\$7,371	Upon Payment	Eight Months After Starting - Approximate
Caitlin Bartlett	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$2,525	ASAP	\$2,525	Upon Payment	Seven Months After Starting - Approximate
Della Sacobie	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371	ASAP	\$7,371	Upon Payment	Eight Months After Starting - Approximate
Kelsey Keenan	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$2,525	ASAP	\$2,525	Upon Payment	Seven Months After Starting - Approximate

Mary Mae Paul	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$2,525	ASAP	\$2,525	Upon Payment	Seven Months After Starting - Approximate
Misty Paul	Tobique, NB	Health Director twcenter@nbnet.nb.ca 506-273-5550	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371	ASAP	\$7,371	Upon Payment	Eight Months After Starting - Approximate
Mary Buchanan	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371	ASAP	\$7,371	Upon Payment	Eight Months After Starting - Approximate
Samantha Sacobie-Ridenout	Oromocto, NB	Health Director mpaul@ofnb.com 506-357-1027	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$2,525	ASAP	\$2,525	Upon Payment	Upon Completion
Colleen Newman	Rising Sun, Eel Ground, NB	Executive Director egrs@nbnet.nb.ca 506-627-4626	Addictions - NET Institute Centre for Addiction & Recovery Education	\$2,500	ASAP	\$2,500	Upon Payment	A 185 hour program with approximately 90 hours remaining.
Morgen Tomer	Kingsclear, NB	Health Director gail.kelly@kingsclear.ca 506-363-4001	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$2,525	ASAP	\$2,525	Upon Payment	Seven Months After Starting - Approximate

Christie Leigh Johnson	Kingsclear, NB	Health Director gail.kelly@kingsclear.ca 506-363-4001	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$2,525	ASAP	\$2,525	Upon Payment	Seven Months After Starting - Approximate
Katrina Sacobie	Kingsclear, NB	Health Director gail.kelly@kingsclear.ca 506-363-4001	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$2,525	ASAP	\$2,525	Upon Payment	Seven Months After Starting - Approximate
Kathy Polchies	Kingsclear, NB	Health Director gail.kelly@kingsclear.ca 506-363-4001	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$2,525	ASAP	\$2,525	Upon Payment	Seven Months After Starting - Approximate

ANNEX C

2015-2016 Community-Based Workers Funded Applicants Information and Tracking Sheet re December 2015 Call for Applications

Name	Location	Supervisor Name & Contact Info	Program	Amount of Funding Request	Program Start Date/End Date	Amount for Tuition/Registration Fees, Books & Fees Requested	Enrollment Date Expected to be Enrolled in classes	Expected Completion Date
Angela Sesay	Oromocto, NB	Margaret Paul - Health Director 506-357-1027 mpaul@ofnb.com	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371.00	ASAP	\$7,371.00	Upon Payment	Ten Months After Starting - Approximate
Bree Perley	Tobique, NB	Roxanne Sappier - Health Director 506-273-5550 twcenter@nbnet.nb.ca	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371.00	ASAP	\$7,371.00	Upon Payment	Nine Months After Starting - Approximate
Brenda Marquez	Oromocto, NB	Margaret Paul - Health Director 506-357-1027 mpaul@ofnb.com	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$7,371.00	ASAP	\$7,371.00	Upon Payment	Ten Months After Starting - Approximate
Cassandra Paul	Oromocto, NB	Margaret Paul - Health Director 506-357-1027 mpaul@ofnb.com	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371.00	ASAP	\$7,371.00	Upon Payment	Ten Months After Starting - Approximate
Cheyenne Paul	Tobique, NB	Roxanne Sappier - Health Director 506-273-5550 twcenter@nbnet.nb.ca	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371.00	ASAP	\$7,371.00	Upon Payment	Nine Months After Starting - Approximate

Della Sacobie	Oromocto, NB	Margaret Paul - Health Director 506-357-1027 mpaul@ofnb.com	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371.00	ASAP	\$7,371.00	Upon Payment	Ten Months After Starting - Approximate
Lindsay Davidson	St. Mary's, NB	Kelly Gallagher - Health Director 506-452-2750 kellygallagher@smfn.ca	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371.00	ASAP	\$7,371.00	Upon Payment	Nine Months After Starting - Approximate
Madonna Prosper	We'koqma'q, NS	Jennifer MacDonald - Health Director 902-756-2156 jennifermacdonald@wayco bah.ca	Thunderbird Partnership - Addictions Certification	\$200.00	ASAP	\$200.00	Upon Payment	One Year
Mary Mae Paul	Oromocto, NB	Margaret Paul - Health Director 506-357-1027 mpaul@ofnb.com	Personal Support Worker - Union of New Brunswick Indians Training Institute	\$7,371.00	ASAP	\$7,371.00	Upon Payment	Ten Months After Starting - Approximate
Megan Angel Paul	Tobique, NB	Roxanne Sappier - Health Director 506-273-5550 twcenter@nbnet.nb.ca	Early Childhood Education - Union of New Brunswick Indians Training Institute	\$7,371.00	ASAP	\$7,371.00	Upon Payment	Nine Months After Starting - Approximate
Rodney Martin	We'koqma'q, NS	Jennifer MacDonald - Health Director 902-756-2156 jennifermacdonald@wayco bah.ca	Thunderbird Partnership - Addictions Certification	\$200.00	ASAP	\$200.00	Upon Payment	One Year
Stuart Basque	We'koqma'q, NS	Jennifer MacDonald - Health Director 902-756-2156 jennifermacdonald@wayco bah.ca	Thunderbird Partnership - Addictions Certification	\$200.00	ASAP	\$200.00	Upon Payment	One Year

ANNEX D

Activities Completed/Outcomes Achieved as Identified in Work Plan

Objective #1: To manage pre-existing FY 2014-15 AHHRI commitments and AHHRI funds.					
Activities	Expected Results (Outcomes/Indicators measurement)	Leads	Timeframe	Expenses	
a) To continue FY 14-15 commitments	<ul style="list-style-type: none"> • To provide a list to Health Canada of existing AHHRI commitments. – COMPLETED • Process travel claim expenses, tuition and other approved expenses. – COMPLETED 	Jarvis Googoo & Vanessa Nevin	Summer 2015	In-kind policy support	
	<ul style="list-style-type: none"> • Monitor & track progress. – COMPLETED 	Jarvis Googoo	Summer 2015 – March 31, 2016	Existing FY 14-15 carryover. In-kind policy services	
	<ul style="list-style-type: none"> • Report progress via monthly reports, newsletter updates, Health Directors updates, AHHRI funding committee updates, APC annual report, and etc. – COMPLETED 	Jarvis Googoo	Summer 2015 – March 31, 2015	In-kind policy services	
Objective #2: To fund FY 2015-16 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 	Jarvis Googoo & Vanessa Nevin	Summer 2015	In-kind policy services.	

<ul style="list-style-type: none"> The following outcomes will be achieved by the CBW call for applications: <ul style="list-style-type: none"> 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, diabetes, mental wellness, personal care, and early childhood education, for First Nation community band members; Community Based Workers will develop skills and trainings in order to meet provincial health care systems standards; Upgrade the knowledge and skills of Health Directors in order to better serve and work for First Nations communities; Allow Health Directors to learn more efficient 	Jarvis Googoo & CBW Applicants	March 31, 2016	In-kind policy services will be used to track outcomes.
--	--------------------------------	----------------	---

<p>leadership, management, and advocacy in their work;</p> <p>Help address and reduce some of the health issues and barriers facing Aboriginal people in their communities.</p> <p>Improve a variety of health care service areas, such as addictions, diabetes, 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 applying to APC for funding to allow them to attend the FNHMA National Conference in Montreal, Quebec; 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 15-16 CBW applicants	<ul style="list-style-type: none"> • Compile application data in an excel spreadsheet. – COMPLETED 	Jarvis Googoo & Vanessa Nevin	Fall 2015	In-kind policy support
	<ul style="list-style-type: none"> • Refine a CBW Applicant Scoring Sheet for the AHRI funding selection committee. – COMPLETED 	Jarvis Googoo & Vanessa Nevin	Summer 2015	In-kind policy support
	<ul style="list-style-type: none"> • Have committee agree upon selection process. – COMPLETED 	Jarvis Googoo	Summer 2015	In-kind policy support
	<ul style="list-style-type: none"> • Set up a funding committee meeting. – COMPLETED (twice) 	Jarvis Googoo	Summer 2015	In-kind policy support
	<ul style="list-style-type: none"> • Host face-to-face committee meeting. – COMPLETED (twice) 	Jarvis Googoo	Summer 2016	Funding committee meeting cost: \$1,425.04. In-kind policy support
	<ul style="list-style-type: none"> • Select applicant for funding. – COMPLETED 	AHRI Funding Committee	Summer 2015	In-kind policy support
	<ul style="list-style-type: none"> • Complete post-meeting activities (minutes, travel claims & respond to follow up items) – COMPLETED 	Jarvis Googoo	Summer 2015	In-kind policy support
	<ul style="list-style-type: none"> • Notify successful applicants. – COMPLETED 	Jarvis Googoo	Summer/Fall 2015	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 	Jarvis Googoo	Summer 2015 – March 31, 2016	In-kind policy support
	<ul style="list-style-type: none"> • Monitor progress of applicants & report on progress of CBW applicants as required. – COMPLETED 	Jarvis Googoo	Summer 2015 – March 31, 2016	In-kind policy support

	<ul style="list-style-type: none"> • If needed, provided secretariat services for additional AHRI funding committee meetings. – COMPLETED 	Jarvis Googoo	Fall 2015 – March 31, 2016	In-kind policy support
	<ul style="list-style-type: none"> • First Call completed that included carry-over funding. – COMPLETED 	Jarvis Googoo	Fall 2015	In-kind policy support
c)	<ul style="list-style-type: none"> • Second Call for application will be drafted. – COMPLETED 	Jarvis Googoo & Vanessa Nevin	Summer 2015	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, diabetes, mental wellness, personal care, and early childhood education, for First Nation community band members; Community Based Workers will develop skills and trainings in order to meet 	Jarvis Googoo & CBW Applicants	March 31, 2016	In-kind policy services will be used to track outcomes.

<p>provincial health care systems standards;</p> <p>Upgrade the knowledge and skills of Health Directors in order to better serve and work for First Nations communities;</p> <p>Allow Health Directors to learn more efficient leadership, management, and advocacy in their work;</p> <p>Help address and reduce some of the health issues and barriers facing Aboriginal people in their communities.</p> <p>Improve a variety of health care service areas, such as addictions, diabetes, 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 applying to APC for funding to allow them to attend the FNHMA National Conference in Montreal, Quebec; 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 (note: no FNHMA National Conference re Second Call; no Health Director undertook trainings under Second Call, only Community-Based Workers)</p>			
Objective #3: Write Final Report & 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 	Jarvis Googoo	March 31, 2016	In-kind policy services