

2016-2017



**Aboriginal Health Human Resource Initiative (AHHRI) Annual Report
2016-17**

THE ATLANTIC POLICY CONGRESS

OF FIRST NATIONS CHIEFS SECRETARIAT

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2016-2017 AHHRI Executive Summary

For 2016-2017, the Atlantic Policy Congress of First Nations Chiefs Secretariat (APC) funded several trainings through the Aboriginal Health Human Resource Initiative (AHHRI).

For the First Nations Health Managers Association (FNHMA), all applicants were funded for general membership or certification fees. Four were funded and three successfully completed their Prior Learning and Assessment Recognition (PLAR). Two applicants were approved for an FNHMA course (one in-person and the other online). Six Certified First Nations Health Managers (CFNHM) were funded to attend the annual FNHMA National Conference in Vancouver, British Columbia. In grand total, 13 applicants received FNHMA-related funding support. Two applicants were funded for the New Brunswick Community College Early Childhood Education (ECE) program. Six applicants were approved for Nova Scotia Community College (NSCC) Palliative Care Course. This training was delivered in the community. APC contracted with the College of the North Atlantic (CNA) to fund nine participants of the Mushuau Innu First Nation in Natuashish to do the Basics of Home Care, a six week skills enhancement training program. For the Union of New Brunswick Indians Training Institute (UNBITI), 13 applicants were approved for Early Childhood Education. All 13 will be graduating on July 27, 2017.

Overall, participants were a mix of Community-Based Workers, Health Directors, and Health Technicians.

2016-2017 AHHRI Administrative Details

One Call for Applications (Call) was issued for the 2016-2017 fiscal year. This was on July 26, 2016 with an August 26 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. Approximately 36 applications were approved. Several were disqualified for being incomplete, ineligible, or were subsequently withdrawn. For those wishing to attending the First Nations Health Managers Association (FNHMA) National Conference in Vancouver, British Columbia, 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 community's Health Director or organization's Executive Director. Six applicants did the Palliative Care Course offered by Nova Scotia Community College. Two applicants did the Early Childhood Education (ECE) program offered by New Brunswick Community College. The rest of the approved applicants (13) were approved for either the ECE program or Personal Support Worker (PSW) program at the Union of New Brunswick Indians Training Institute (UNBITI). Re UNBITI, approximately 15 eligible applicants were not funded due to limited resources.

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. Three of the four Committee met once in-person (with one participating via teleconference) to review the applications. The only meeting was on September 9, 2016. **Please see Executive Summary and Annex A and B for funded item details and work plan results.**

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.

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 26 and 27, 2016). A standing AHHRI report was also submitted to the Health Partnership for their meeting in January 2017.

For 2016-2017, there were no real barriers in the AHHRI process. Lessons from previous years were incorporated into the 2016-2017 application process. In moving forward, AHHRI administration would be more efficient if the monies arrived earlier in the fiscal year. This way, there would be more time to issue a Call for our communities and for lead directors to apply. Due to monies arriving later in the year, we were unable to issue the Call until July 26, 2016, the middle of summer. During this time, many lead directors are away on summer vacation. Plus some programs start in September. We were unable to meet and review the applications until September 9. This made things tight/difficult as some applicants had their programs start in September and were unsure if they were being funded or not. Knowing sooner (via monies arriving earlier) would address this issue.

2016-2017 AHHRI Funded Summaries

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

APC-AHHRI funded six persons from throughout the Atlantic to attend the FNHMA National Conference in Vancouver, British Columbia from November 15 to 17, 2016 to maintain their certification. Three applicants earned their PLAR certification to become recognized as Certified First Nations Health Managers (CFNHM). Two applicants who applied for their PLAR were not successful. Two applicants enrolled in FNHMA online courses. Membership fees were also covered.

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

APC-AHHRI funded two applicants to do an NBCC ECE online program. Their first year was successful. However, they will need to continue their program into 2017-2018. Their graduation date is still unknown.

Nova Scotia Community College (NSCC) – Palliative Care Course

APC-AHHRI funded a Palliative Care Course for six applicants. This program was offered in the community of We'koqma'q First Nation. All six applicants successfully completed the program and received certification.

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

APC-AHHRI funded 13 students to do the ECE program from UNBITI. All 13 were successful and will be graduating on July 27, 2017. All students were from New Brunswick First Nations communities; Kingsclear, Oromocto, St. Mary's, and or Tobique.

College of the North Atlantic (CNA) – The Basics of Home Care

APC-AHHRI funded a home care program for nine applicants (one was unable to complete the program). This program was offered in the community of Mushuau Innu First Nation. All nine applicants successfully completed the program and received certification.

ANNEX A

2016-2017 AHHRI Applicants

Name	Location	Supervisor Name and Contact Info	Program	Program start date/end date	Confirm Enrollment or Date Expected to be Enrolled in Classes	Expected Completion Date	Other Notes
Laurie Nicholas	MAWIW Council	Laurie Nicholas maliseetrd@hotmail.com 1-506-461-2965	First Nations Health Managers Association	November 15 to 17, 2016	Yes; enrolled.	17-Nov-16	National Conference, membership fees, and pre-Conference Workshop.
Miranda Moulton	Tobique, NB	Roxanne Sappier twcenter@nb.albn.ca 1-506-273-5430/5550	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Upon Payment	Ten Months After Starting - Approximate	
Claudia Simon	Elsipogtog, NB	Claudia Simon claudia.simon@ehwc.ca 1-506-523-8308	First Nations Health Managers Association	November 15 to 17, 2016	Yes; enrolled.	17-Nov-16	National Conference and pre-Conference Workshop.
Jake Caplin	Eel River Bar, NB	Jake Caplin jcaplin@nbnet.nb.ca 1-506-685-0303	First Nations Health Managers Association	November 15 to 17, 2016	Yes; enrolled.	17-Nov-16	National Conference and pre-Conference Workshop.
Eugene Paul	Tobique, NB	Roxanne Sappier twcenter@nb.albn.ca 1-506-273-5430/5550	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Upon Payment	Ten Months After Starting - Approximate	

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Charmaine Toney	Annapolis Valley, NS	Susan Hamilton-Bishop shamilton-bishop@avfn.ca 1-902-538-1444	New Brunswick Community College - Early Childhood Education	September 6, 2016 to August 18, 2017	September-06-16	Eleven Months After Starting - Approximate	
Nancy Spidle	Annapolis Valley, NS	Susan Hamilton-Bishop shamilton-bishop@avfn.ca 1-902-538-1444	New Brunswick Community College - Early Childhood Education	September 6, 2016 to August 18, 2017	September-06-16	Eleven Months After Starting - Approximate	
Iris Allen	Sheshatshiu, NL	Iris Allen irisallen@cjay.org 1-709-899-0202	First Nations Health Managers Association	November 15 to 17, 2016	Yes; enrolled.	17-Nov-16	National Conference and membership fees.
Paul Sappier	Tobique, NB	Roxanne Sappier twcenter@nb.albn.ca 1-506-273-5430/5550	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	
Elaine Allison	Wagmatcook, NS	Elaine Allison eallison@wagmatcookhealth.ca 1-902-295-2755	First Nations Health Managers Association	November 15 to 17, 2016	Yes; enrolled.	17-Nov-16	National Conference and membership fees.
Keisha Francis-Nicholas	Tobique, NB	Roxanne Sappier twcenter@nb.albn.ca 1-506-273-5430/5550	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	
Darlene Anganis	Membertou, NS	Darlene Anganis darleneanganis@membertou.ca 1-902-564-6466 Ext. 2770	First Nations Health Managers Association	ASAP	Yes; enrolled.	ASAP	FNHMA membership fees.
Gail Kelly	Kingsclear, NB	Gail Kelly gail.kelly@kingsclear.ca 1-506-470-4878	First Nations Health Managers Association	November 15 to 17, 2016	PLAR application.	17-Nov-16	Did not achieve PLAR certification.

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Adie Polchies	St. Mary's, NB	Kelly Gallagher kellygallagher@smfn.ca 1-506-452-2750	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	
Paige Polchies	St. Mary's, NB	Kelly Gallagher kellygallagher@smfn.ca 1-506-452-2750	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	
Norma Saulis	Tobique, NB	Norma Saulis njsaulis@yahoo.com 1-506-273-5461	First Nations Health Managers Association	ASAP	Yes; enrolled.	Fall 2016	PLAR application successful.
Natuashish Applicants (nine)	Natuashish, NL/LB	Kathleen Benuen kbenuen@gmail.com 1-709-478-8871	Basics of Home Care - College of the North Atlantic	16/01/2017	Yes; enrolled.	24-Feb-17	One applicant did not complete the program.
Deborah Jadis	Abegweit, PEI	Gerard Gould ggould@abegweithhealth.ca 1-902-393-2266	First Nations Health Managers Association	ASAP	Yes; enrolled.	Fall 2016	PLAR application successful.
Corrina Milliea	Millbrook, NS	Elizabeth Paul elizabethp@millbrookhealth.ca 1-902-895-9468	First Nations Health Managers Association - Courses	Multiple start dates	Yes; enrolled.	Average of ten weeks per online course	FNHMA course 200, 400, and 500.
David T. Peter Paul	Metepenagiag, NB	David T. Peter Paul davidpeterpaul@hotmail.com 1-506-836-6131	First Nations Health Managers Association - Courses	23/01/2017	Yes; enrolled.	Apr-17	FNHMA course 100.
Misty Paul	Tobique, NB	Roxanne Sappier twcenter@nb.aibn.ca 1-506-273-5430/5550	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	

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Philippa Pictou	Pictou, NS	Philippa Pictou p.pictou@plfn.ca 1-902-752-0085	First Nations Health Managers Association	ASAP	Yes; enrolled.	Fall 2016	PLAR application successful.
Carolee Bright	We'koqma'q, NS	Jennifer MacDonald jennifermacdonald@waycobah.ca 1-902-756-2156	Nova Scotia Community College - Palliative Care Course	10-Jan-17	Yes; enrolled.	31-Jan-17	Training in community.
Trina Bright	We'koqma'q, NS	Jennifer MacDonald jennifermacdonald@waycobah.ca 1-902-756-2156	Nova Scotia Community College - Palliative Care Course	10-Jan-17	Yes; enrolled.	31-Jan-17	Training in community.
Mary Poulette	We'koqma'q, NS	Jennifer MacDonald jennifermacdonald@waycobah.ca 1-902-756-2156	Nova Scotia Community College - Palliative Care Course	10-Jan-17	Yes; enrolled.	31-Jan-17	Training in community.
Darla Bernard	We'koqma'q, NS	Jennifer MacDonald jennifermacdonald@waycobah.ca 1-902-756-2156	Nova Scotia Community College - Palliative Care Course	10-Jan-17	Yes; enrolled.	31-Jan-17	Training in community.
Shawna Bernard	We'koqma'q, NS	Jennifer MacDonald jennifermacdonald@waycobah.ca 1-902-756-2156	Nova Scotia Community College - Palliative Care Course	10-Jan-17	Yes; enrolled.	31-Jan-17	Training in community.
Jillian Denny	We'koqma'q, NS	Jennifer MacDonald jennifermacdonald@waycobah.ca 1-902-756-2156	Nova Scotia Community College - Palliative Care Course	10-Jan-17	Yes; enrolled.	31-Jan-17	Training in community.
Misty Solomon	Kingsclear, NB	Gail Kelly gail.kelly@kingsclear.ca 1-506-470-4878	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	

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Emily Solomon	Kingsclear, NB	Gail Kelly gail.kelly@kingsclear.ca 1-506-470-4878	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	
Trisha Sabattis	Oromocto, NB	Margaret Paul mpaul@ofnb.com 1-506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	
Megan Sabattis	Oromocto, NB	Margaret Paul mpaul@ofnb.com 1-506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	
Melissa Munn	Oromocto, NB	Margaret Paul mpaul@ofnb.com 1-506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	
Ashley Presnail	Oromocto, NB	Margaret Paul mpaul@ofnb.com 1-506-357-1027	Early Childhood Education - Union of New Brunswick Indians Training Institute	ASAP	Yes; enrolled.	Ten Months After Starting - Approximate	
Jennifer MacDonald	We'koqma'q, NS	Jennifer MacDonald jennifermacdonald@waycobah.ca 1-902-756-2156	First Nations Health Managers Association	ASAP	November 15 to 17, 2016	Fall 2016	Did not achieve PLAR certification.
Roseanne Sark	MCPEI	Roseanne Sark rsark@mcpei.ca 1-902-436-5101	First Nations Health Managers Association	November 15 to 17, 2016	November 15 to 17, 2016	17-Nov-16	National Conference, membership fees, and pre-Conference Workshop.

ANNEX B: AHHRI Work Plan

Objective #1: To fund FY 2016-17 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 • 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 	Jarvis Googoo and Vanessa Nevin	Spring 2016	In-kind policy services.	
		Jarvis Googoo and CBW Applicants	March 31, 2017	In-kind policy services will be used to track outcomes.	

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 leadership, management, and advocacy in their work;

Help address and reduce some of the health issues and barriers facing Aboriginal people in their communities.

Improve a variety of health care service areas, such as addictions, diabetes, mental wellness, personal care, and early childhood education;

Health Managers will have an opportunity to upgrade their skills and capabilities to better serve their communities;

	<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 16-17 CBW applicants	<ul style="list-style-type: none"> • Compile application data in an excel spreadsheet. – COMPLETED 	Jarvis Googoo and Vanessa Nevin	Spring/Summer 2016	In-kind policy support
	<ul style="list-style-type: none"> • Refine a CBW Applicant Scoring Sheet for the AHHRI funding selection committee. – COMPLETED 	Jarvis Googoo and Vanessa Nevin	Spring/Summer 2016	In-kind policy support
	<ul style="list-style-type: none"> • Have committee agree upon selection process. – COMPLETED 	Jarvis Googoo	Spring/Summer 2016	In-kind policy support
	<ul style="list-style-type: none"> • Set up a funding committee meeting. – COMPLETED 	Jarvis Googoo	Spring/Summer 2016	In-kind policy support
	<ul style="list-style-type: none"> • Host face-to-face committee meeting. – COMPLETED 	Jarvis Googoo	Spring/Summer 2016	Funding committee meeting cost: \$2,000.00.

					In-kind policy support
		<ul style="list-style-type: none"> Select applicant for funding. – COMPLETED 	AHHRI Funding Committee	Spring/Summer 2016	In-kind policy support
		<ul style="list-style-type: none"> Complete post-meeting activities (minutes, travel claims and respond to follow up items). – COMPLETED 	Jarvis Googoo	Spring/Summer 2016	In-kind policy support
		<ul style="list-style-type: none"> Notify successful applicants. – COMPLETED 	Jarvis Googoo	Spring/Summer 2016	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 2016 – March 31, 2017	In-kind policy support
		<ul style="list-style-type: none"> Monitor progress of applicants and report on progress of CBW applicants as required. – COMPLETED 	Jarvis Googoo	Summer 2016 – March 31, 2017	In-kind policy support
		<ul style="list-style-type: none"> If needed, provided secretariat services for additional AHHRI funding committee meetings. – UNNECESSARY 	Jarvis Googoo	Fall 2016 – March 31, 2017	In-kind policy support
		<ul style="list-style-type: none"> First Call completed that included carry-over funding. – COMPLETED 	Jarvis Googoo	Fall 2016	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 	Jarvis Googoo and Vanessa Nevin	Fall 2016	In-kind policy services.
		<ul style="list-style-type: none"> The following outcomes will be achieved by the CBW call for applications: 	Jarvis Googoo and CBW Applicants	March 31, 2017	In-kind policy services will be used to track outcomes.

	<p>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;</p> <p>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;</p> <p>Improve health service areas such as addictions, diabetes, mental wellness, personal care, and early childhood education, for First Nation community band members;</p> <p>Community Based Workers will develop skills and trainings in order to meet 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</p>			
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	<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</p>			
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		communicates, and number of participants. – UNNECESSARY				
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 	Jarvis Googoo	March 31, 2017	In-kind policy services		