



2023-2025 CHIEFS OF ONTARIO

# Health Human Resources Project

Economic Development





# Glossary

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<b>ABA</b>	Applied Behaviour Analysis	<b>COO</b>	Chiefs of Ontario
<b>ADHD</b>	Attention Deficit Hyperactivity Disorder	<b>CTC</b>	Certified Telehealth Coordinator
<b>Admin</b>	Administration	<b>DSW</b>	Developmental Service Worker
<b>AEI</b>	Aboriginal Education Institute	<b>EAP</b>	Employee Assistance Services
<b>AGM</b>	Annual General Meeting	<b>ECD</b>	Education and Curriculum Development
<b>AHAC</b>	Aboriginal Health Access Centre	<b>EMR</b>	Electronic Medical Record
<b>AHS</b>	Aboriginal Head Start	<b>EMS</b>	Emergency Medical Services
<b>AN</b>	Anishinabek Nation	<b>FASD</b>	Fetal Alcohol Spectrum Disorder
<b>Apps</b>	Applications	<b>FN</b>	First Nations
<b>ASETS</b>	Aboriginal Skills and Employment Training Strategy	<b>FNHHR</b>	First Nations Health Human Resources
<b>ASIST</b>	Applied Suicide Intervention Skills Training	<b>GHAC</b>	Gizhewaadiziwin Health Access Centre
<b>Band Rep</b>	Band Representative	<b>GCT3</b>	Grand Council Treaty #3
<b>CARA</b>	Canadian Addiction Recovery Association	<b>GED</b>	General Educational Development
<b>COVID</b>	Coronavirus	<b>HRDC</b>	Human Resources Development Canada
<b>CPNP</b>	Certified Pediatric Nurse Practitioner	<b>HR</b>	Human Resources
		<b>HHR</b>	Health Human Resources
		<b>HCC</b>	Home & Community Care

<b>HBHC</b>	Healthy Babies Healthy Children	<b>ONECA</b>	Ontario Native Education Counselling Association
<b>IDS</b>	Indian Day School	<b>ONCAT</b>	The Ontario Council on Articulation and Transfer
<b>IEP</b>	Individual Educational Plan	<b>OFIFC</b>	Ontario Federation of Indigenous Friendship Centres
<b>IFC</b>	Indigenous Friendship Centre	<b>ORG</b>	Organization
<b>IFNA</b>	Independent First Nations Alliance	<b>ORGS</b>	Organizations
<b>IPRC</b>	Identification Placement and Review Committee	<b>OSAP</b>	Ontario Student Assistance Program
<b>IRS</b>	Indian Residential School	<b>OT</b>	Occupational Therapist
<b>ISC</b>	Indigenous Services Canada	<b>PD</b>	Professional Development
<b>ISETS</b>	Indigenous Skills and Employment Training Strategy	<b>PS Suites</b>	(nee. Practice Solutions) Electronic Medical Record (EMR)
<b>JP</b>	Jordan's Principle	<b>PSE</b>	Post Secondary Education
<b>K-12</b>	Kindergarten to Grade 12	<b>PSO</b>	Post Secondary Organization
<b>LPN</b>	Licensed Practical Nurse	<b>PSW</b>	Personal Support Worker
<b>LTC</b>	Long Term Care	<b>PT</b>	Physio Therapist
<b>MAG</b>	Medical Advisory Group (elder council)	<b>PTO</b>	Political Territory Organization
<b>MH</b>	Mental Health	<b>RN</b>	Registered Nurse
<b>MHFA</b>	Mental Health First Aid	<b>RSW</b>	Registered Social Worker
<b>MSW</b>	Masters Social Work	<b>RSSW</b>	Registered Social Service Worker
<b>NAAW</b>	National Addictions Awareness Week	<b>SAP</b>	Systems Applications and Products in Data Processing
<b>N/A</b>	Not Applicable	<b>SSW</b>	Social Service Worker
<b>NNADAP</b>	National Native Alcohol and Drug Abuse Program	<b>SW</b>	Social Worker
<b>NP</b>	Nurse Practitioner	<b>SLFNHA</b>	Sioux Lookout First Nations Health Authority
<b>NSTC</b>	North Shore Tribal Council	<b>TBHU</b>	Thunder Bay Health Unit
<b>OCAP</b>	Ownership, Control, Access and Possession	<b>WNHAC</b>	Waasegiizhig Nanaandawe'iyewigamig Health Access Centre
<b>OFIFC</b>	Ontario Federation of Indigenous Friendship Centres		



## APPENDIX D

# Indigenous Skills and Employment Training Strategy (ISETS) HHR Survey

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Surveys were sent out to all the Indigenous Skills and Employment Training Programs (ISETS) and/or Economic Development departments within First Nations community along with Tribal Council’s and Political Territorial Organization for their input in delivering services to the communities. Surveys we’re also disseminated within the Health, Social, and Education Sectors as well, requesting feedback to gain insight and input as to the potential gaps and strengths in the various areas affecting Health Human Resources (HHR) in the Chiefs of Ontario communities to develop a more in-depth and comprehensive HHR Strategy.

*\*Please note: Responses were received anonymously from several communities in the Northern, Central, and Southern Ontario regions. Specific data to each community is not available at this time.*

### 1. What community/PTO area do you work in?

Feedback received from 9 different communities ranging from Northern, Central, and Southern Ontario.\*

### 2. Is there a need for facility expansion to increase and/or house current positions within community?

Yes	No	Yes - # Displaced Workers
6	2	1 - 10 Workers

### 3. What **Community/PTO** area are you working in?

2 Different Indigenous Skills and Employment Training Strategy (ISETS) ranging from northern, central, and southern Ontario

4. How many **clients do you typically fund** in a fiscal year?

- Approximately 40 clients per fiscal year
  - ↳ Personal Support Worker Students
  - ↳ Nursing Students

5. Identify the **most common Health Care related “Request for Training”** you receive from registered Clients.

- Personal Support Worker
- Child Care Worker
- Nursing

6. What Health Care related training is **most in demand** from employers

- Personal Support Worker
- Nursing

7. How many registered clients were **funded for Health Care training programs** in fiscal year 2022-2023?

# of Clients	0-10	11-20	21-30s	31-40	41-50	50+
Total	1	0	0	0	0	0

8. What **percentage of registered clients** who entered Health Care training programs in the past fiscal year (2022-2023) **found employment**?

Percentages	0-20%	21-40%	41-60%	61-80%	81-99%	100%
Number of clients	0	0	0	0	1	1

9. Has **demand for Health Care training** increased, decreased, or remained same over the past five years (2018-2023)?

Increased	Decreased	Remained the Same
2	0	0

**10. How many individuals requested funding for Health Care training, but could not be accommodated in fiscal year 2022-2023?**

Individuals	0-10	11-20	21-30	31-40	41-50	50+
Total	1	0	0	0	0	1

**11. What is the most common reason for Health Care training funding not being provided?**

Limited number of training seats	1
Lack of education pathways	0
Limited funding for seat purchases	0
Other comments (please specify)	Not suitable for training

**12. Identify any Health Care training that is in demand, but not currently funded**

- *No answers received from participants*

**13. Among post-secondary credentials available in Health, what is most held by your registered clientele seeking employment?**

Degree Level	Total
Aboriginal Education Institute Diploma	0
Private Career College Diploma	1
College Diploma	1
University Degree	0
Other (please specify)	-

**14. In your view, why is participation in Health careers not increasing more significantly?**

Lack of educational pathways	0
Lack of financial incentives (bursaries, etc)	0
Lack of employment opportunities	0
Lack of training supports	Not suitable for training
Other comments (please specify)	Lack of employment opportunities in community Lack of support for Post-Secondary Indigenous Institutions

**15. Does your organization host **information sessions** for clients on Health Career Options and Educational Pathways?**

Response	Yes	No	There is a need to develop session
Total	0	0	1

**16. What best practices currently exist to **support increased interest** in Health Careers?**

Type of best practice	Responses
Career Information Sessions	2
Scholarships	1
Internships	1
Recruitment at Secondary Schools	0
Awareness at elementary levels	0
Training to work programs	0
Other Comments (please specify)	0

17. Are community members aware of the Ontario Native Education Counselling Association (ONECA) First Nations Health Careers website?

Response	Yes	No	In-school	Unsure
Total	1	0	0	1

18. What else is recommended to support increased interest in Health Careers?

- Let them know there will be jobs in their community in the future
- Funding to Indigenous Institutions to meet the demand

19. Is the term First Nations Health Human Resources something all of your Counsellors/PSO's would be familiar?

Response	Yes	No	Unsure
Total	11	0	0

20. Does your organization provide Professional Development (PD) for staff around high-demand Health occupations and vacancies?

Response	Yes	No	Need exists to develop PD in Health Occupations
Total	0	1	1

21. If yes, who delivers the Professional Development?

Response	Total
Post Secondary Institutions	0
Health professional associations	0
First Nation Health Services	0
Health Human Resources Specialist	0
Employment and Social Development Canada	0
Other Comments (Please specify)	0

**22. Do you feel that there is an ongoing need to have regional worker(s) to support students looking to go into the Health Services and/or on-going support with communities for HHR?**

Responses	Total
Yes, for students	0
Not for students	0
Yes, in Community	0
Not in Community	10
Yes, for both	1
No, for both	1

**23. If yes to Q#19, is there any particular area that could use the most support?**

- Both respondents skipped question

**24. Are there any other comments or suggestions?**

- Both respondents skipped question

**25. What would you recommend to help increase students' interest in Health Careers?**

- Professionals in the field presenting on their career to schools (grade school, high school, community) to provide information
- Information session re: pathways, programs, careers (community and in schools)
- Salary increases and incentives (flexible workloads/schedules, benefits/pension, job security, PD for development/advancement)
- Definitely helping students who may have developmental or intellectual disabilities see away to get accommodations for post-secondary. As well as assisting potential students who wish to pursue an education in the health field.
- Volunteer at your nearest hospital and see what kind of job opportunities are available and what education is needed to pursue the career of your interest.



**26. In which geographical location are you located?**

Location	Number of Respondents
Northwestern Ontario (Kenora, Rainy River, Thunder Bay, West of James Bay)	90
Northeastern Ontario (Algoma District, Cochrane, Manitoulin, Nipissing District, Parry Sound District, Sudbury, Timiskaming)	131
Central Ontario (Durham, Halton Region, Muskoka District, Peel Region, Simcoe County, Toronto, York)	69
Southwestern Ontario (Brant County, Bruce County, Chatham, Kent, Dubberin County, Elgin County, Essex County, Grey County, Oxford County, Pelee Township, Perth County, Waterloo, Wellington County)	81
Eastern Ontario (Fontenac County, Haliburton County, Hastings, Kawartha Lakes, Lanark, Leeds & Grenville, Lennox & Addington, Stormont Dundas & Glengarry)	31

**27. Currently, are there any information sessions being held in your community regarding building interest for individuals to consider going into Health Careers?**

Response	Total
Yes	70
No	146
Unknown	187
<b>Total</b>	<b>403</b>

**28. If yes to above, who hosts them and how often?**

22 answers we've received ranging from First Nation Community Health Centres. Other responses included:

- 10 answered - Post Secondary
- 7 answered - FN Community / Education and Career Fairs
- 7 answered - Tribal Councils / Aboriginal Health Access Centre
- 4 answered - High School
- 4 answered - Hospitals / Health Authorities / Health Units – Non-FNs / Primary Health Care Teams
- 4 answered - Don't know / N/A / Not Sure / Unsure
- 3 answered - PTOs
- 2 answered - Not often
- 2 answered - London Health Sciences Centre
- 2 answered - Mohawks of Akwesasne

- 2 answered - Health Director
- 2 answered - Northern Ontario School of Medicine (monthly)
- 2 answered – First Nations Community - Economic Development & Training
- 2 answered – Indigenous Friendship Center’s / Ontario Federation of Indigenous Friendship Centres
- Annually
- Wellness Conference – first time
- Not to date but trying to host a youth health career camp this summer pending funding
- No – Oneida employment needs to do a lot more
- Local education centres
- We need very badly
- We try to host and recruit. Hard to find people with the credentials and willingness to reside or travel to our community
- Youth programming ZNBGK MENTORSHIP PROGRAMS
- COO – varied times
- Health promoters public health physician

**29. What best practices are you aware of that currently exist to support increased participation in Health Careers? (Please check all that apply)**

Response	Total	Other Comments
Career information sessions	70	<ul style="list-style-type: none"> <li>● Elderly care facility soon opening which may provide more opportunities for students to advance.</li> <li>● Lack of best practices awareness and indigenous recruitment officers</li> <li>● There are employment centres that focus on trades more</li> <li>● Perhaps a perspective would be to implement community, Elders and historical traditional practices within the health field.</li> <li>● More home based training</li> <li>● Our health team will send workers for post-secondary education</li> <li>● Mentorship programs. Career match</li> <li>● Everyone knows SLFNA (Sioux Lookout) hires but youth don't know what that means.</li> <li>● Community development info sessions</li> <li>● Offer placement opportunities without political influences</li> <li>● Mentorship program</li> <li>● Incentives to take positions in remote communities</li> <li>● Finding academic supports to retain students while supporting them where they are</li> <li>● We need awareness started at the elementary level. This should be standard part of school education</li> <li>● Summer student funding grants in health</li> <li>● Valuing traditional healing practices and knowledge as well</li> </ul>
Scholarships	146	
Internships	187	
<b>Recruitment at secondary schools</b>	<b>403</b>	
Awareness at elementary levels		
Training to work programs where clients do pre-health training to obtain minimum level entry requirements to enter condensed programs and then participate in an on-the-job placement		
High School co-op education opportunities		
Don't know / Unsure / Not aware / Unknown / N/A		
College/University mini med days		



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