

Glossary



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

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



APPENDIX B

Education Directors

Surveys have been sent out to the Education Directors along with Tribal Council and PTO's for their input in delivering services to Ontario communities.

Surveys weren't out to the Education field but in the Health, Social, and Economic Development Sectors requesting feedback to gain input 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.

1. What **Community/PTO** area do you work in?

Feedback received from 6 different Education Directors ranging from Northern, Central, and Southern communities

2. **How many students do you fund on an annual basis to attend a Post-Secondary Educational Institute in total?** (If not funding students organization - n/a)

- Have Ontario Student Assistance Program (OSAP) designation and provide OSAP funding
- 17 students
- 25 students
- 30 students
- 43 students
- Approximately 45 students

3. Which area of health care training have you **received the most applications** from (i.e. nursing, dental, social services, etc.)?

- Nursing
- Social Services
- Personal Support Worker

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

Number of Students	Total
0-10 students	3
11-20 students	3
21-30 students	0
31-40 students	0
41-50 students	0
51+ students	0

5. What percentage of registered students who graduated from a health care training program in the past fiscal year (2022-2023) **found employment in their field?**

Percentage of Students	Total
0-25%	1
26-50%	0
51-75%	0
76-99%	2
100%	3

6. Has the **demand for health care training** increased over the past five years (2018-2023)?

Response	Total
Yes	3
No	3
Other Comments (please specify)	No Replies



7. How many individuals **requested funding** for health care training but **could not be accommodated** in fiscal year 2022-2023?

Number of students	Total
0-10 students	4
11-20 students	1
21-30 students	0
31-40 students	1
41-50 students	0
51+ students	0
Unknown	0

8. What is the most **common reason** for health care training **funding not being accommodated**?

Response	Total
Limited number of training seats available at training facilities	2
Lack of education pathways	0
Limited funding for seat purchase	1
Student not meeting admission requirements	1
Other Comments (please specify)	Students not applying in this area. All Post-Secondary students training in health care were funded.

9. Among post-secondary credentials available in health, what is the **most common** held by your registered students seeking employment?

Response	Total
Indigenous Educational Institute Diploma/Degree	2
Private Career College Diploma	0
College Certificate	0
College Diploma	2
University Degree	1

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

Response	Total
Weak educational pathways	1
Lack of financial incentives (bursaries, etc.)	0
Lack of training supports	0
Lack of employment opportunities for graduating students	1
Lack of communication and/or recruitment initiatives	2
Other Comments (please specify)	Lack of support for Indigenous Institutions – seats are limited but demand is high

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

Response	Yes	No	There is a need to develop such sessions
Total	2	1	3

12. What **best practices currently exist** to support increased participation in Health careers? (check all that apply)

Response	Total
Career information sessions	4
Scholarships, internships, recruitment at secondary schools	5
Awareness at elementary levels	2
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-training placement	1
Awareness at secondary levels	3
High school co-op education opportunities	3
Other Comments (please specify)	All Exist

13. What else is recommended to **support increased participation in Health Careers?**

- Community involvement and morale boosting
- Increased assistance with tuition costs
- Accredited training programs closer to home, specifically online
- Recruitment drives/career information sessions

14. Is the term **FNHHR** something your Counsellors/Workers would be familiar with?

Response	Total
Yes	1
No	5



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

Response	Total
Yes	1
No	3
The need exists to develop PD in Health Occupations	2

16. If yes to Q15, who delivers the Professional Development?

Response	Total
Post-Secondary Institutions	-
Health Professional Associations	-
First Nation Health Services	-
Health Human Resources (HHR) Specialist	-
Employment and Social Development Canada	-
Other comments (please specify)	All of the above provide professional development

17. Is there support and/or local community programs for mature/returning students to increase their participation in Health Careers?

Response	Total
Yes	2
No	3
Examples of supports for mature students:	Provide stipends

18. What interventions are currently in place to assist children/ students who are struggling with language, math, and sciences?

- Community and Education Support Workers
- Assistance from Education Assistants, Tutors, and working with schools/teachers to develop an IEP
- Transition Program
- Only what they learn in school
- Provide additional 1-1 support for students struggling with literacy and numeracy programming
- Special Education Resource Teacher – pulled from class to work on specific skills or receive support in class. Some students who have educational exceptionalities are in IEP and their work is either accommodated or modified accordingly. In some instances, students will have designated 1:1 support throughout the school day if their needs are great enough.

19. Are students from your First Nation enrolled in the **Provincial High Skills Majors program** identified and **aware of Health career opportunities** that may exist in your community?

Yes	No	Not Sure	Need exists in community
2	1	3	0

20. Are community members made aware of the **ONECA First Nations Health Careers Website**?

Yes	No	Not Sure	In School
1	1	4	0

21. Is there a current **up-to-date list of available bursaries/grants** that individuals can apply to for Post-Secondary Education in Health Services?

Yes	No	If yes, how do they access the list?
1	4	Through the First Nations Technical Institute website

22. Do you feel that there is **an on-going need to have a regional worker(s) to support students** looking to go into Health Services and community support for HHR development/issues?

Yes – Student	No – Student	Yes – Community	No – Community	Yes – Both	No – Both
1	0	1	0	4	0

23. What interventions are currently in place **to assist children/ students who are struggling with language, math, and sciences?**

- Ongoing notifications, newsletter, websites, social media, hard copies at elementary & secondary First Nations resource spaces
- Our community needs more PSWs, nurses, mental health workers, and individuals specializing

- PSW & Nursing
- Mental Health, well being, special needs, behavioural therapy, ABA Support & Training

24. Are there **any other comments or suggestions you would like to share?**

- More opportunity for placement and/or wage subsidy programming



Education Counsellors

Surveys have been sent out to Education Counsellors for their input in delivering services to the communities. Not only were surveys sent out to the Education field but in the Health, Social, and Economic Development Sectors to gain input as to the potential gaps and strengths in the various areas affecting Health Human Resources (HHR) in the COO Communities to develop a more in-depth and comprehensive HHR Strategy.

1. What **Community/PTO** area do you work in?

4 Different Education Counsellors ranging from Northern, Central, and Southern communities

2. Which **area of Health Care Training** have students attended school for the most (i.e. nursing, dental, social services etc.)?

- Social Services
- Post-Secondary Counsellor
- Police Foundations
- Social Services
- Nursing
- Currently do not have exact info

3. How many students are you currently supporting within your caseload?

- 0 students
 - 90 students
 - 152 students
 - Approx. 260 students (still finalizing since Sept.)
- *responses were received anonymously from several communities in the Northern, Central, and Southern Ontario regions. Specific data to each community is not available.*

4. Among post-secondary credentials available in Health, what is the most common held by your registered students seeking employment?

Response	Total
First Nation/Indigenous Educational Institute Diploma/Degree	0
Private Career College Diploma	0
College Certificate	1
College Diploma	1
University Degree	2

5. In your view, why is participation in Health Careers not increasing more significantly?

Response	Total
Weak Educational Pathways	1
Lack of financial incentives (bursaries)	0
Lack of training supports	0
Lack of employment opportunities for graduating students	2
Lack of communication and/or recruitment initiatives	3
Other (please specify)	More funding is needed Student participation is everything in declining from school to employment

6. Does your community/school host information sessions on Health Career Options and Educational Pathways?

Response	Total
Yes	1
No	3
There is a need to develop such sessions	1

7. What best practices currently exist to support increased participation in Health Careers?

Response	Total
Career information sessions	0
Scholarships, internships, recruitment at secondary schools	2
Awareness at elementary levels	2
Training to work programs where client do pre-health training to obtain minimum level entry requirements to enter condensed program and then on-the-job placement	1
Awareness at secondary levels	3
High school co-op education opportunities	3
Other (please specify)	More funding is needed

8. What else is recommended to support increased participation in Health Careers?

- Active work days in the Health Department
- More staff to assist
- The students sometimes can't get into the programs because they are unable to fulfill the pre-requisites or do not meet the grade requirements.

9. Is the term FNHHR something in which you are familiar with?

Response	Total
Yes	1
No	3

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

Response	Total
Yes	2
No	1
The need exists to develop PD in Health Occupations	1

11. If yes to Q10, who delivers the Professional Development?

Response	Total
Post-Secondary Institutions	0
Health Professional Associations	1
First Nation Health Services	2
Health Human Resources (HHR) Specialist	0
Employment and Social Development Canada	0

12. Is there **support and/or local community programs for mature/returning students** to increase their participation in Health Careers?

Response	Total
Yes	2
No	2

13. What interventions are currently in place **to assist children/ students who are struggling with language, math, and science?**

- Access to tutoring.
- Additional help
- There are some help and some not in school system
- I can't answer that, however, I believe there is little intervention happening for math and science
- Not sure.

14. Are students from your First Nation enrolled in the **Provincial High Skills Majors program** identified and **aware of Health career opportunities** that may exist in your community?

Yes	No	Not Sure	Need exists in community
1	1	2	0

15. Are community members made aware of the **ONECA First Nations Health Careers Website?**

Yes	No	Not Sure	In School
1	1	2	0



16. Is there a current **up-to-date list of available bursaries/grants** that individuals can apply to for Post-Secondary Education in Health Services?

Response	Total
Yes	4
No	0

17. If yes to Q16, how do they access the list?

- Through the Education Counsellor and online.
- Not current – will share with students
- They can access the list on our website or email, however we don't have a specific one just for Health Services, student will need to look, however, if there is a list, it would be great to have.
- We provide a list of scholarship and bursary links on our web page call "Resources"

18. Do you feel that there is **an on-going need to have a regional worker(s) to support students** looking to go into Health Services and community support for HHR development/issues?

Yes – Student	No – Student	Yes – Community	No – Community	Yes – Both	No – Both
0	0	1	0	2	1

19. If yes to Q18, what area in particular?

- Nursing
- Addictions Counselling
- More staffing and funding
- Recruitment

20. Are there **any other comments or suggestions** you would like to share?

- N/A
- No





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