Indigenous Student Program

Information Session 2023

Richard Richardson, Indigenous Career Partner
Territorial Acknowledgement

We would like to respectfully acknowledge that we are presenting on the unceded, traditional territories of the Coast Salish - ồmөθkʷəyəm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish), səl̓il̓wətaʔɬ (Tsleil-Waututh) Nations. Please take a moment to reflect on where you are, and give thanks for the opportunity to live, work, play, and explore in this beautiful province so many have the privilege to call home.
Agenda

• About FNHA
• Purpose of the ISP
• Why Join?
• What Makes ISP Different
• Cohort Breakdown
• Program Timeline
• Application Process
• Hiring Process
• Types of Opportunities
• Questions
About FNHA


• In October 2013, the FNHA assumed the programs, services, and responsibilities formerly handled by Health Canada.

• British Columbia First Nations Health Governance Structure: FNHA, FNHC, FNHDA & Tripartite committee

• Unique health system.

• In partnership with First Nations communities in BC, the FNHA is responsible for planning, management, service delivery and funding of health programs.

First province-wide health authority of its kind in Canada
About FNHA

**Our Vision** Healthy, Self-Determining and Vibrant BC First Nations Children, Families and Communities

**Our Mission** The FNHA supports BC First Nations individuals, families and communities to achieve and enjoy the highest level of health and wellness by: working with them on their health and wellness journeys; honouring traditions and cultures; and championing First Nations health and wellness within the FNHA organization and with all of our partners.

- Guided by the vision of embedding cultural safety and humility into health service delivery, the FNHA works to reform the way health care is delivered to BC First Nations through direct services, provincial partnership collaboration, and health systems innovation.

**Our Values**

Respect | Relationships | Excellence | Discipline | Culture | Fairness
Purpose - Indigenous Student Program

This new Indigenous Student program provides First Nations, Métis, or Inuit students an opportunity to acquire invaluable work experience, develop professional skills, and gain exposure in the First Nations health care field.

Our objective is to match students’ education, skills, career interests, and goals with First Nations Health Authority’s various needs.
Why Join the Indigenous Student Program?

- Meaningful experiences to pursue a career with FNHA or in a health care field
- Many FNHA staff working throughout the organization began in a student role
- Connect with other like-minded students and start growing your network
- Training opportunities (i.e., San’yas Indigenous Cultural Safety & Respect in the Workplace)
- Access to employee resources such as LinkedIn Learning
- Learn different aspects of First Nations health programs and services

At the FNHA, you will have the opportunity to contribute to BC’s history! With a unique governing health structure and mandate, our fluid work environment means you can play an active role in real change.
What Makes This Different

• No direct job postings and more informal hiring process – students are matched with supervisors based on interests and needs
• Constant career support and advice for students
• Continuous check-ins with students and supervisors
• Orientation – emphasis on relationship building and cultural ties (cleansings, tobacco ties, elder openings/closings, etc.)
• Large focus on students and their learning & development
• Reference checks omitted – student submits reference letters instead
Cohort Breakdown

Terms Offered
- January – April
- May – August
- September – December

Role Expectations
- Full-time
- Paid or Practicum
- Adjusted hours as needed to meet practicum or co-op requirements
- In-person or hybrid

Who’s Eligible?
- Students attending post-secondary (undergraduate or graduate)
- Recent grade 12 or post-secondary graduates
- Upgrading or band-enrolled students
- Any kind of student
Program Timeline
(15 weeks - post hiring)

May 2023 Orientation

Two day in-person orientation in West Vancouver (Park Royal office)

Check-in(s) with student and supervisor (continuous)

Bi-weekly student group sessions (one-hour)

Formal mid-way review with supervisor

End-of-term review with supervisor

End-of-term exit interview, ceremony, and social gathering
Application Process

• We are always accepting applications (central ongoing) either through the FNHA Careers Portal or via emails to students@fnha.ca

• Submit resume, cover letter and two written reference letters

• 1:1 coaching and career advice throughout the application process

• Questionnaire as part of application
Informal pre-screening

Matched through Student Request Form or reach out to a manager based on interest

Supervisors and students meet for informal 1:1 meeting

Criminal record check

Offer to student

Onboarding
Types of Opportunities

The ISP welcomes applicants from all over the province of BC!

Opportunities at FNHA
- OCMO
- Environmental Health and Emergencies
- Communications
- Health Systems Support
  - Urban Away From Home
- Maternal, Child and Family Health
- Health Promotion – Nursing
- Health Benefits
- MVOP
Types of Opportunities

We take into account your studies – we also look at your interests and top choices

- Students will choose their top 3 placement choices

Following the end of the term:

- If you are a recent graduate, we will work with you to find job opportunities within FNHA
- If you are a continuing student, you are welcome to return for future ISP terms and follow up when you graduate for job opportunities
- LinkedIn group to maintain connections
Thank You!

Gayaxsixa (Hailhzaqvla)
Huy tseep q’u (Hul’qumi’nun)
Haawa (Haida)
Gila’kasla (Kwakwaka’wakw)
Kleco Kleco (Nuu-Chah-Nulth)
kʷukʷstéyp (Nlaka’pamux)
Snachailya (Carrier)

Kukwstum’clhkal’ap (St’atimc)
Tooyksim niin (Nisga’a)
Kukwststétsemc (Secwepemc)
čɛčɛhaθεč (Ayajuthem)
Sechanalyagh (Tsilhqot’in)
kw’as ho:y (H a l q e’m éylem)
T’oyaxsim nisim (Gitxsan)
Questions?

Contact us: students@fnha.ca