

# First Nations Student Program

**Information Session 2024**

Richard Richardson, First Nations Career Partner



First Nations Health Authority  
Health through wellness

# Territorial Acknowledgement

We would like to respectfully acknowledge that we are presenting on the unceded, traditional territories of the Coast Salish -  $x^w m \theta k^w \acute{a} y \acute{a} m$  (Musqueam),  $S k \acute{w} x \acute{w} \acute{u} 7 m e s h$   $\acute{U} x w u m i x w$  (Squamish),  $s \acute{a} l i l \acute{w} \acute{e} t a \text{?} \ddot{t}$  (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 FNSP**
- **Why Join?**
- **What Makes FNSP Different**
- **Cohort Breakdown**
- **Program Timeline**
- **Application Process**
- **Hiring Process**
- **Types of Opportunities**
- **Questions**



May 2023 Orientation



First Nations Health Authority  
Health through wellness

# About FNHA

- Tripartite partners – BC First Nations, the Province of BC and the Government of Canada signed agreements (2005 – 2011)
- 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**

# 7 DIRECTIVES

Shared by the FNHA | FNHC | FNHDA

**DIRECTIVE #1  
COMMUNITY-DRIVEN, NATION-BASED**

- The Community-Driven, Nation-Based principle is overarching and foundational to the entire health governance arrangement.
- Program, service and policy development must be informed and driven by the grassroots level.
- First Nations community health agreements and programs must be protected and enhanced.
- Autonomy and authority of First Nations will not be compromised.

**DIRECTIVE #2  
INCREASE FIRST NATIONS DECISION-MAKING AND CONTROL**

- Increase First Nations influence in health program and service philosophy, design and delivery at the local, regional, provincial, national and international levels.
- Develop a wellness approach to health including prioritizing health promotion and injury prevention.
- Implement greater local control over community-level health services.
- Involve First Nations in federal and provincial decision-making about health services for First Nations at the highest levels.
- Increase community-level flexibility in spending decisions to meet their own needs and priorities.
- Implement the OCAP (ownership, control, access and possession) principle regarding First Nations health data, including leading First Nations health reporting.
- Recognize the authority of individual BC First Nations in their governance of health services in their communities and oversee the delivery of programs to local and regional levels as much as possible and when appropriate and feasible.

**DIRECTIVE #3  
IMPROVE SERVICES**

- Protect, incorporate and promote First Nations knowledge, beliefs, values, practices, medicines and models of health and healing into all health programs and services that serve BC First Nations.
- Improve and revitalize the Non-Insured Benefits program.
- Increase access to primary care, physicians, nurses, dental care and other allied health care by First Nations communities.
- Through the creation of a First Nations Health Authority and supporting a First Nations population health approach, First Nations will work collectively to improve all health services accessed by First Nations.
- Support health and wellness planning and the development of health program and service delivery models at local and regional levels.

**DIRECTIVE #4  
FOSTER MEANINGFUL COLLABORATION AND PARTNERSHIP**

- Collaborate with other First Nations and non-First Nations organization and governments to address social and environmental determinants of First Nations health (e.g. poverty, water quality, housing, etc.).
- Partnerships are critical to our collective success. First Nations will create opportunities through working collaboratively with federal, provincial, and regional partners.
- Foster collaboration in research and reporting at all levels.
- Support community engagement hubs.
- Enable relationship-building between First Nations and the regional health authorities and the First Nations Health Authority with the goal of aligning health care with First Nations priorities and community health plans where applicable.

**DIRECTIVE #5  
DEVELOP HUMAN AND ECONOMIC CAPACITY**

- Develop current and future health professionals at all levels through a variety of education and training methods and opportunities.
- Result in opportunities to leverage additional funding and investment and services from federal and provincial sources for First Nations in BC.
- Result in economic opportunities to generate additional resources for First Nations health programs.

**DIRECTIVE #6  
BE WITHOUT PREJUDICE TO FIRST NATIONS INTERESTS**

- Not impact on Aboriginal Title and Rights or the treaty rights of First Nations, and be without prejudice to any self-government agreements or court proceedings.
- Not impact on the fiduciary duty of the Crown.
- Not impact on existing federal funding agreements with individual First Nations, unless First Nations want the agreements to change.

**DIRECTIVE #7  
FUNCTION AT A HIGH OPERATIONAL STANDARD**

- Be accountable, including through clear, regular and transparent reporting.
- Make best and prudent use of available resources.
- Implement appropriate competencies for key roles and responsibilities at all levels.
- Operate with clear governance documents, policies, and procedures, including for conflict of interest and dispute resolution.

FNHA, FNHC, FNHDA, SHARED VISION >>> Healthy, Self-Determining and Vibrant BC First Nations Children, Families and Communities.

First Nations Health Authority  
Health through science



# Purpose – First Nations Student Program

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

Our objective is support students' career interests and goals by matching them with available opportunities at FNHA.



# 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  
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

# Eligibility

Eligibility for this program requires applicants to identify as First Nations, Inuit, or Métis – and provide supporting documentation; accepted identification for validation:

- Status Card: copy of certificate of Indian status (federally issued).
- Metis membership: copy of Metis citizenship card issued from a provincial representative organization.
- Inuit land claim agreement or Inuit membership, Inuit Beneficiary Card or Inuit Enrollment Card: copy of agreement and/or membership; the membership, beneficiary or enrollment cards must be issued from one of the 4 Inuit regions.
- Proof in-process application to receive status card or other indigenous identification will only be considered in special circumstances.

# Application Process

- We are always accepting applications (central ongoing) either through the FNHA Careers Portal with support via email to [students@fnha.ca](mailto:students@fnha.ca)
- Questionnaire as part of application
- Submit resume, cover letter and two written reference letters
- 1:1 coaching and career advice throughout the application process
- Questionnaire as part of application



# Hiring Process

Application Submission and Questionnaire



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



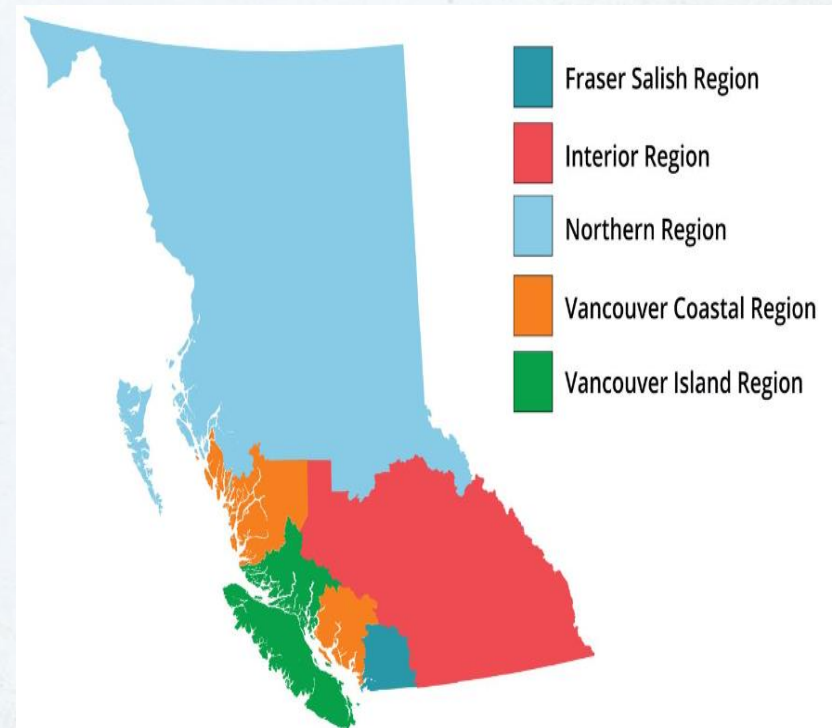
Onboarding

# 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



April 2023 End of Term Ceremony

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'num)

**Haawa** (Haida)

**Gila'kasla** (Kwakwaka'wakw)

**Kleco Kleco** (Nuu-Chah-Nulth)

**kwuk<sup>w</sup>stéyp** (Nlaka'pamux)

**Snachailya** (Carrier)

**Kukwstum'clhkal'ap** (St'atimc)

**Tooyksim niin** (Nisga'a)

**Kukwstsétsemc** (Secwepemc)

**ččəhaθəč** (Ayajuthem)

**Sechanalyagh** (Tsilhqot'in)

**kw'as ho:y** (Halq'em éyem)

**T'oyaxsim nisim** (Gitxsan)





# Questions?



Contact us: [students@fnha.ca](mailto:students@fnha.ca)