

First Nations Community Capacity Building Training

The following examples will give you an idea of some of the training options available to you. All courses are highly interactive.

All courses are 3 hours (unless multiple sessions are noted)

Module Title	Brief Description	Deliverables	
Governance Three sessions (9 hours total)	Governance: A Guide to Nation Building for First Nations Chief and Council Members	Session 1	<ul style="list-style-type: none"> Explore core functions of Indigenous governance, best practices in Indigenous governance and key legislative and constitutional frameworks affecting band operations. Discuss important leadership concepts and roles and responsibilities for members of Chief and Council.
		Session 2 <i>Session 1 is a prerequisite for this course.</i>	<ul style="list-style-type: none"> Discuss decision-making structures and dispute resolution processes and define your member's rights and responsibilities. Assist in the development of decision-making processes that are clear and sustainable. Ensure elected officials have the knowledge they need to conduct the Nation's business competently and fairly.
		Session 3 <i>Sessions 1 and 2 are prerequisites for this course</i>	<ul style="list-style-type: none"> Discuss how to enact policies and procedures that help the Nation practice good fiscal responsibility in order to ensure that funding of community programs and services is adequate and sustainable. Discuss how to develop engagement processes with the Nation's membership to create a vision and plan for the future of the community.
Conducting a comprehensive community capacity assessment Two sessions (6 hours total)	Determining your community's ability to grow and make changes consistent with identified needs to serve children, youth, and families.	Session 1:	How to conduct a high-level overview of key service, financial, human resources and IT capacity. This course trains on how to do a community capacity assessment and what to look for when seeking an outside consultant to assist you.
		Session 2 <i>Session 1 is a prerequisite for this course.</i>	How to implement recommendations emerging from the community capacity assessment and create an operational and accountability plan for staff to implement.
Project Management Two sessions (6 hours total)	Introductory course on project management and how it can improve the success of operations.	Session 1	<ul style="list-style-type: none"> What is Project Management and why is it so important? The link between identifying and implementing your priorities for serving children youth and families. Understanding the difference between project management and operational management. Project Management fundamentals, processes, techniques, and tools for planning, implementing and reporting. Establishing an Indigenous Wise-Practices approach to Project Management
		Session 2 <i>Session 1 is a prerequisite for this course.</i>	<ul style="list-style-type: none"> Project Management planning techniques through a practical business case exercise. Implementing Project Management practices in your community/organization: Where to start?

Indigenous Engagement Strategies	Developing purposeful, authentic, participatory and strengths-based approaches to community engagement	<p>Community Engagement is the process by which community members are engaged to work and learn together on behalf of their communities to create and realize bold visions for the future.</p> <p>Community learners will understand engagement techniques that lead to generating ideas and solutions, to complex issues facing communities; and how community engagement can increase community cohesion allowing the community to have ownership over the outcomes that will ultimately impact them. Tools and techniques will include:</p> <ul style="list-style-type: none"> • Developing an engagement plan • Developing engagement tools including engagement questions, focus group processes, confidentiality waivers • Summarizing and analyzing engagement findings • Sharing engagement findings with different groups 	
Wise Practices: Innovation and Leadership	Decision makers and system influencers developing lasting change in communities	Learning innovative approaches, new practices, and leadership techniques designed to enhance your standing as a leader/future leader by earning the support of those around you.	
Decolonization and Indigenization Two sessions (6 hours total)	Reclaiming and restoring culture, language, and relationships within your organizations Contributing to systemic change through gaining an understanding the concepts of Indigenization and decolonization	Session 1	Learners will understand the connections between Reconciliation, Indigenization and Decolonization. In a safe group, participants will explore the impacts of colonization, recognition of settler privilege and the inherent challenges of the dominance of Western views and approaches.
		Session 2 <i>Session 1 is a prerequisite for this course.</i>	A case study will be presented and discussed.
Circles of Care: Establishing safe relational spaces	The Circle as a restorative practice tool in developing relationships and partnerships towards the development of helping strategies	Learners will understand the use and application of Circles in clinical work as a restorative approach, and understand how this approach can benefit the development of collaborative relationships between helpers, families and other services to ensure well-being for children, youth and families.	
SMART Goals	SMART goal setting is good case planning and lends itself to good accountability and outcomes.	What are smart goals and how they can be effective in your case planning, leading to better outcomes for your service users.	
Determinants of Indigenous Health	Understanding the structural determinants of Indigenous health	Learners will understand the contemporary intricacies and interconnectedness between the proximal, intermediate and distal determinants of Indigenous health as a first step in how these determinants influence the socio-economic trajectories for children and youth that often predict their health status during adulthood.	

Community collaborative approaches to care with Indigenous communities	A principled based approach to collaboration in service delivery	Learners will explore community collaboration through a holistic, strength-based, and community-led process with the principles of cultural competence and respect for Indigenous knowledge at its core.	
Incorporating the 7 Sacred teachings into practice	Using Indigenous knowledge to enhance your worldview	Learners will study the 7 Sacred teachings, understanding what they mean and how to incorporate into case planning approaches with children youth and families.	
Centering Indigenous Knowledge in Suicide Prevention Two sessions (6 hours total)	Cultural and Community based approaches to suicide prevention in communities.	Session 1	This course will review how centering Indigenous knowledge and approaches within suicide prevention positively contribute to suicide-related outcomes. Initiatives built upon comprehensive community engagement processes and which incorporate Indigenous culture, knowledge, and decolonizing methods have been shown to have substantial impact on suicide-related outcomes at the individual- and community-level. Indigenous approaches to suicide prevention are diverse, drawing on local culture, knowledge, need and priorities.
		Session 2 <i>Session 1 is a prerequisite for this course.</i>	This course will assist learners to identify a pathway in their communities to critically evaluate and develop a framework for suicide prevention programming.
From Lateral Violence to Lateral Kindness Two sessions (6 hours total)	Understanding the root causes of Lateral Violence and the shift to Lateral Kindness in the workplace	Session 1	Learners will develop an understanding of the causes of lateral violence, the personal and organizational costs and strategies to move towards a model of kindness in individual group and organizational relationships
		Session 2 <i>Session 1 is a prerequisite for this course</i>	This session will assist learners to identify the different elements that need to be addressed in an operational plan for moving forward.
Indigenous Centered Social Work	An Indigenous case planning approach to helping children youth and families	This course uses Indigenous knowledge, perspectives and practices and shows practitioners how to integrate cultural knowledge in the helping relationship with children youth and families in their case planning.	
Indigenous women and Intimate Partner Violence Three sessions (9 hours total)	Understanding the root causes of Intimate Partner Violence and the effects on the family. Developing an Integrated Case Management Approach when dealing with Family Violence Engaging the community in Breaking the Cycle of Family Violence	Session 1	This session describes the historical perspective /underpinnings of the roots of violence towards Indigenous women and girls. Learners will better understand the impact of family violence on children. Learners will discuss the cycle and patterns of abuse. They will explore the role of service providers in the development and offering of supportive services that meet the needs of women and their children in ways that contribute to their overall health and well-being emotionally, mentally, physically, and spiritually.
		Session 2 <i>Session 1 is a prerequisite for this course</i>	Case Planning approaches with families experiencing Intimate Partner Violence Using the “She is Wise Framework” approach that views women as the experts in their lives and is grounded within an approach that creates space for Indigenous women to reclaim a safe and healthy life and restore sense of self and on-going safety and well-being for the family.
		Session 3	Family Violence: Identifying steps communities can engage in to be a safe place for women and girls

		<i>Sessions 1 and 2 are prerequisites for this course</i>	Drawing on best practice, this course outlines a step-by-step approach communities can adapt to their own needs to create and engage in a process to work towards creating a vision for a violence free community.
Developing a Needs Assessment Tool	Developing a needs assessment tool to identify and prioritize community needs such as prevention and treatment programs.	This course will cover the fundamentals of designing a needs assessment tool for identifying needs in your community. Strategies for implementing the tool to gather the most information will be discussed.	
An Act Respecting First Nations, Inuit and Métis children youth and families and the path to self-governance	How can First Nation Communities move towards self-governance in child welfare	This course provides an overview of the legislation and how to secure funding for communities wanting to develop their own family law. A framework for the steps to self-governance will be offered.	
Program Review/ Evaluation Three sessions (9 hours total)	How to design and implement meaningful and useful program reviews using an Indigenous Lens, while honouring the principles of Indigenous ownership, control, access, and possession of First Nations data and information.	Session 1	Learners will explore the various reasons why an evaluation might be useful, and how to determine what approach will work best for the particular circumstances. They will learn about: <ul style="list-style-type: none"> • The value that good evaluation can bring to programs and services • Determining the audience for a particular evaluation • Various evaluation methodologies • Co- creation and participatory evaluation • What an evaluation plan is, and how to create one • What an evaluation Framework is and how to develop one • Theories of Change
		Session 2 <i>Session 1 is a prerequisite for this course</i>	Participants will learn how to design and implement data collection tools and processes as well as analyze and report on data collected. They will explore: <ul style="list-style-type: none"> • Survey development. • The use if talking circles to support evaluation • Interviewing techniques • Story telling • The difference between qualitative and quantitative data • Confidentiality • Data analysis techniques • Sharing the new knowledge in a way that is easily understood and meaningful
		Session 3 <i>Session 1 and 2 are prerequisites for this course</i>	In the third session participants will use their new skills to develop: <ul style="list-style-type: none"> • A draft Theory of Change • A draft Evaluation Plan • A draft Evaluation Framework

We can custom design training curriculums to meet your unique needs in the following areas:

Governance

Finance

IT

HR

Healthcare

Prevention

Child Welfare

Clinical Supervision

Supervision

Trauma informed Practice
