CFHI’s Recommended Learning Journey on Indigenous Health

The First Nations Health Managers Association: Links and Leadership

March 2, 2016

12pm – 1pm ET
Welcome

Today’s Host
Rose LeMay
Director, Northern and Indigenous Health, CFHI

Today’s Presenter
Marion Crowe
Executive Director, First Nations Health Managers Association
Today’s objectives

We will learn about:

• The First Nations Health Managers Association (FNHMA)’s history, mandate, programs, and services;
• The role of community-based First Nations health managers; and
• FNHMA’s certification program for health managers.
Questions?

Please submit your questions/comment s electronically using the “Chat Box” on the bottom of your webinar screen.

Veuillez nous transmettre vos questions ou vos commentaires à l’aide de la « boîte de dialogue » située au bas de l’écran de ce webinaire.
Presentation for the Canadian Foundation for Healthcare Improvement
Marion Crowe, CFNHM
Rose LeMay, CFNHM
First Nations Health Managers Association (FNHMA)

*The FNHMA is:*

- a national, not-for-profit professional association exclusively serving the needs of individuals working for or aspiring to health manager positions with First Nations organizations.
- committed to excellence in expanding health management capacity for First Nations organizations.
- responsible for providing training, certification, and professional development opportunities in First Nations health management.
The FNHMA promotes and contributes to the advancement of First Nations health management and provides opportunities to share knowledge.

The FNHMA offers a certification program leading to the Certified First Nations Health Manager (CFNHM) professional designation.

Health managers from across Canada can take advantage of the professional program leading to certification and the CFNHM professional designation.

CFNHMs can access ongoing professional development to increase their knowledge and achieve their peak professional growth.
Who Do We Represent?

FNHMA Governance

President:
Lorraine Muskwa – Alberta

Vice President:
David McLaren, CFNHM – Quebec

Secretary/Treasurer:
Calvin Morriseau – Ontario
Georgia Cook, British Columbia
Patricia Thomson, CFNHM – Saskatchewan
Garry Munro, CFNHM – Manitoba
Darlene Anganis, CFNHM – Atlantic
Stephanie O’Brien – AFN – Member at Large
FHNMA Partnerships

- Assembly of First Nations
- Aboriginal Financial Officers Association of Canada
- Thunderbird Partnership Foundation
- Indigenous Certification Board of Canada
- Aboriginal Nurses Association of Canada (board approved but not yet signed)
FNHMA Stats

• 300 members strong
• 2 corporate members
• 86 Certified First Nations Health Managers
• 5 National Conferences – approx. 2000 delegates over 5 years
• 4 Toolkit Publications
• 1 First Nations Health Services Delivery Textbook
• 11 Workshops
• Over 80 students enrolled in the CFNHMP online courses last Fall
• 5 regional partnerships to deliver CFNHMP intensively supported by FNIHB
• Numerous promotional videos
About FNHMA – Membership Benefits

FNHMA members benefit from various programs and services such as:

<table>
<thead>
<tr>
<th>CFNHM Certification</th>
<th>Annual Conference and Exhibition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standards of Ethical Conduct</td>
<td>Knowledge Circle</td>
</tr>
<tr>
<td>Standards for Professional Competencies</td>
<td>Research, Information &amp; Networking</td>
</tr>
<tr>
<td>Professional Development Programs</td>
<td>(enhanced communications with technology)</td>
</tr>
<tr>
<td>Newsletters</td>
<td>Career Support Services</td>
</tr>
<tr>
<td></td>
<td>Members’ Directory</td>
</tr>
</tbody>
</table>
Professional Standards

- Competency Standards
- Ethical Standards
- Certification Standards (Professional Program, Experience, Examination and Maintenance of Certification)
FNHMA Competency Standards

The Certification Program measures the following core competency domains:

1. Leadership and Governance
2. Professionalism
3. Advocacy, Partnerships and Relationships
4. Human Resources Management
5. Financial Management and Accountability
6. Health Services Delivery
7. Quality Improvement and Assurance
8. Planning
9. Communication
10. Cultural Awareness

Details can be found at www.fnhma.ca
Ethical Standards

- Code of Conduct
- Standards of Ethical Conduct
- Administration
Certification Standards

Cover:
• Pathways and Entrance Requirements
• Regular Path
• Prior Learning and Recognition Path
• Professional Program (Educational Course Requirements, Practical Work Experience Requirements and Professional Examination)
• Maintenance of Certification- completion of ongoing professional development
What is a CFNHM?

- A highly-skilled professional, committed to personal career development, standards of ethical conduct and First Nations health management.
- An expert in health management for First Nations organizations
- Valued for their understanding of health management and services:
  - Is a source and interpreter on health issues and health management matters
  - They help improve the decision-making process.
Certified First Nations Health Manager (CFNHM)

**Becoming a CFNHM can be achieved through two different paths:**

1. **Regular path to certification:**

   - Become a candidate member
   - Enroll and successfully complete the FNH Program (five courses)
   - Successfully complete the Professional Examination
   - Meet the Practical Work Experience Requirements
   - Meet Sponsorship Requirements and agree to ethical requirement
   - Admission to Professional Membership

2. **Prior Learning Assessment & Recognition (PLAR) path to certification:**

   - Become a candidate member
   - Have more than seven years related health management experience
   - Complete the Competency Self-Assessment and, if ready, complete the PLAR Portfolio
   - Obtain approval of your PLAR Portfolio
   - Meet Sponsorship Requirements and agree to ethical requirement
   - Admission to Professional Membership
Becoming a CFNHM – PLAR Path

• The certification standards provide for a Prior Learning Assessment and Recognition (PLAR) process as an alternative path towards certification as a health manager.

• Candidates with seven or more years of practical health services management experience gained in an First Nations environment may take the PLAR path to professional certification.

• Individuals may have their knowledge and skills evaluated against the First Nations Health Manager’s Association’s Competency Standards.

• If an individual has more than seven years health services management experience and have supervisory experience complete the competency self-evaluation tool.

• The PLAR path requires completion of a portfolio which will be reviewed by assessors. The PLAR pathway is outlined in the PLAR policy and Guide to PLAR.
What is PLAR?

**History**

- Prior Learning Assessment and Recognition (PLAR) is the formal evaluation and credit-granting process that individuals may obtain for prior learning.
- Prior learning includes the experience, professional development, education and skills that individuals have been acquired formally and/or informally.
- A small amount of adult learning is recognized in society even though most learning, skills, attitudes and experiences come in forms not captured easily by a education transcript, where it is more difficult to identify, assess and recognize these assets.
- PLAR is one successful tool that helps increase recognition of informal learning
- Much of the evidence of PLAR’s efficacy is based on anecdotal accounts of the experiences of individuals and specific projects.
Applicants for PLAR must:

1. Complete the Competency Self Assessment to assess your readiness for PLAR;
2. Review requirements for the PLAR Program; resume, job descriptions, education information, evidence grid, etc.
3. Provide evidence of seven years of practical health management experience gained in an First Nations environment;
4. Develop and a submit a PLAR Portfolio based on the information provided in the PLAR Portfolio Development Guide;
Who assesses the portfolio?

• Assessors are experienced professionals with a sound awareness of the competency standards and training in the assessment of portfolios.
• The assessors follow a guide and evaluate each submission according to the national competency standards.
• Assessors will look for evidence that the candidate is competent in at least 80% of the FNHMA competencies.
Taking the CFNHMP Courses

5 Courses to complete the CFNHMP:
• Health Issues and Systems
• Leadership and Strategy
• Health Management Services 1
• Health Management Services 2
• Professionalism, Ethics and Cultural Awareness

Requirement to complete the final exam
CFNHM 100
Health Issues and Systems

1. History
2. Policy
3. Systems and Programs
4. Determinants
5. Epidemiology
6. Health Human Resources
7. Communities
8. Health Governance
9. Health Issues
10. Future Directions

Starts Online - February and September, (January 25th for 2016)
Also available for the Intensive version where numbers are available.
CFNHM 200
Leadership and Strategy

1. Leadership
2. Problem-Solving and Decision-Making
3. Working with People
4. Working with Change
5. Strategy Formulation
6. Strategy Implementation
7. Strategy Evaluation
8. Accountability
9. Performance Management
10. Policies and Structures

Starts Online - February and September, (January 25th for 2016)
Also available for the Intensive version where numbers are available.
1. Understanding Community Needs
2. Program and Services Development
3. Program and Project Management
4. Program and Services Evaluation
5. Continuous Quality Improvement
6. Benchmarking, Best Practices and Innovation
7. Risk Management
8. Advocacy, Partnerships and Relationships
9. Community Engagement
10. Program Communications

Starts online - February and September, (January 25th for 2016)
Also available for the Intensive version where numbers are available.
CFNHM 400
Health Management Services 2

1. Human Resource Management - People
3. Meeting Management
4. Negotiations and Dispute Resolution
5. Financial and Management Accounting
6. Funding and Proposals
7. Funding and Reporting
8. Technology
9. Information and Knowledge Management
10. General Operations (legal, facilities, insurance, etc.)

Starts Online - February and September, (January 25th for 2016)
Starts Online February and September, also available for the Intensive version
CFNHM 500
Professionalism, Ethics and Cultural Awareness

1. Cultures and Communities
2. Cultures and Health Care
3. Professionalism (include own limitations)
4. Continuous Learning
5. Ethical Considerations
6. Self-Care
7. Integration of Information and Knowledge Project

Starts online - February and September, (January 25th for 2016)
Also available for the Intensive version where numbers are available.
Maintenance of Certification (MOC)

• To maintain the CFNHM designation:
  – Be a member in good standing with the FNHMA;
  – Meet the Maintenance of Certification (MOC) requirement.

• The MOC requirement requires all CFNHMs to engage in 20 hours of continuing professional development each year which must be relevant to First Nations health management.

• This ensures that CFNHMs are up-to-date on the most current First Nations health management issues and practices.
Supporting Professional Development

- CFNHM Program Courses
- Annual Conference – November 15 – 17, 2016
- Publications
- Knowledge Circle
Workshops

- Financial Management for First Nations Health Services
- Program and Project Management
- Health Determinants and Epidemiology
- Strategic Thinking and Planning
- Use of Management Tools – Human Resources
- Use of Management Tools – Decision Makings & Problem Solving
- Prior Learning and Assessment Preparation
- Governance and the First Nations Health Director
- Governance and the Health Portfolio Councillor
- Improving Health Leadership Governance
- Health Services Integration
- Health Services Accreditation
Looking Forward

• FNHMA can assist in the capacity development in preparation for transfer of health services and increase partnerships around health services integration
• FNHMA can assist in the capacity of your staff in how to support capacity development of FN health managers and leadership
• FNHMA can support training and professional development in health governance
• FNHMA works with First Nation health organizations and educational institutions on career laddering and consistency in training
• FNHMA is committed to life long learning with our partners and membership
A Message For Our Partners

- https://www.youtube.com/watch?time_continue=271&v=NcesOvuH-K0
For more information about the First Nations Health Managers Association, visit our website: http://www.fnhma.ca

Or, you may contact:

Marion Crowe, CFNHM, CAFM  
Executive Director  
(T) 613-599-6070  
(F) 613-595-1155  
Email: Marion@fnhma.ca

Connie Toulouse  
Program Coordinator  
(T) 613-599-6070  
(F) 613-595-1155  
Email: Connie@fnhma.ca
Thank you for your valued time!
Questions?

Please submit your questions/comment s electronically using the “Chat Box” on the bottom of your webinar screen.

Veuillez nous transmettre vos questions ou vos commentaires à l’aide de la « boîte de dialogue » située au bas de l’écran de ce webinaire.
Coming Soon... // A venir...

March 21, 2016

Building an Indigenous Mental Health System of Care Part 1: The Thunderbird Partnership Foundation: Hope, meaning and purpose

April 5, 2016

Building an Indigenous Mental Health System of Care Part 2: Why culture matters
On Demand

To view the recording of the first webinar in CFHI’s Recommended Learning Journey on Indigenous Health go to
http://www.cfhi-fcass.ca/WhatWeDo/on-call/bc-experience

“Towards Cultural Competency, Safety and Humility to Improve Health and Healthcare for First Nations: Learning from the B.C. Experience”

*Held December 1, 2015*

12:00-1:00 pm EST
Thank you!
Merci!