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CONSEIL CRI DE LA SANTÉ ET DES SERVICES SOCIAUX DE LA BAIE JAMES
CREE BOARD OF HEALTH AND SOCIAL SERVICES OF JAMES BAY

Cree Nation Capacity Building Town Hall

Presented by: Bella M. Petawabano, Chairperson
and Daniel St-Amour, Exec. Director

Date: October 23 – 24, 2019





Vision Statement

Individuals, families and communities strive to achieve Miyupimaatisiun reflective of Nishiiyuu.

Strategic Regional Plan (SRP)

- Our SRP and 6 priorities are based on 2016 and 2018 community consultations and guide the development of our services.

P1 - Increase Access
to Primary Care on
Territory

P2 - Strengthen
Chronic Disease
Services & Support

P3 - Integrate
Traditional Helping &
Healing Methods

P4 - Empower Youth
& Family

P5 - Evaluate Quality
of Care &
Performance

P6 - Build Internal
Capacity

New Health Agreement (2019-2024)

- A **3rd Health Agreement (2019-2024)** has recently been signed with the Ministry of Health and Social Services (MSSS) to help achieve the SRP priorities.
- **Strategy:**
 - *Expand existing services and create community partnerships to develop additional specialized, transition and long-term care services.*
- **Investments (\$850M over 5 years):**
 - \$749M for capital investments (incl. \$129M unused capital funds from previous agreement);
 - \$44M for improving Information Technology and Services; and,
 - **\$60M in recurring operating funds to develop human resources.**

Development Opportunities

- As a result of the agreement, the Cree Board of Health and Social Services of James Bay (CBHSSJB) will be developing the following:
 - New Regional Health Centre;
 - New Elders homes;
 - New community transitions homes;
 - New specialized need centres (intellectual and physical);
 - New mental health centres (youth, adult, supervised and transition);
 - New healing lodge;
 - New youth healing centre;
 - New birthing homes;
 - 395 new community based housing units; and,
 - **600 new positions over in 5 years.**

Determinant of Health

- The new health agreement is an opportunity to:

Create health by creating wealth

- Wealth (income) is one of the key determinants of health, along with education, nutrition, environment, etc.

Grand Chief's Vision

- The agreement supports the Grand Chief's vision and objectives to:
 - Provide education and training opportunities for youth and adults;
 - Create high-paying employment opportunities;
 - Support and help grow local businesses;
 - Increase family revenues and wealth; and,
 - Improve health outcomes.

Current Employment Statistics

2,217
Total workforce

72%
Cree beneficiaries



- 335 new employees hired over the last fiscal year.
- 10% turnover rate vs. 14% last year.
- 257 vacant positions vs. 370 last year.

STATUS OF HUMAN RESOURCES



Full-time managers
(including interim)

▼ 1%



Full-time regular
employees

▲ 2%



Part-time regular
employees

▼ 5%

Employment Opportunities

- **257 current vacancies** in the following categories:

Job Category	# Vacancies
Management	6
Professional - Administrative	30
Professional - Clinical	129
Support Staff - Administrative	57
Support Staff - Clinical	35

- **600 new positions to be created** over 5 years in the following categories:

Job Category	# of New Positions
Management	15
Professional - Administrative	60
Professional - Clinical	215
Support Staff - Administrative	150
Support Staff - Clinical	160



Capacity Building Activities

- **30+ students** participated in the **Summer Student Program**.
- **15 interns** participated in the **Internship Program**.
- Over **250 training activities** were provided to current employees.
- Multiple **recruitment events and career fairs** held in various communities (ex: Mistissini, Wemindji, Whapmagoostui and Waskaganish).
- Launch of **Human Resources Strategic Attraction and Retention Campaign**, with focus groups planned in Chisasibi, Wemindji and Mistissini.
- Participation in the recent **Higher Education Roundtable Initiative** in Chisasibi.
- Recently established **Cree School Board (CSB) – CBHSSJB Capacity Building Workgroup** to increase collaboration and coordination of activities.



Indigenous Succession Plan (ISP)

- Indigenous Succession Plan is a key part of our **capacity building strategy**.
- The ISP is a collaboration with McGill University and is designed to develop our organization's **future leaders and managers**.
- Currently, there are **43 Cree beneficiaries** participating in the program from the following communities and Montreal.

Community	Number of Participants
Chisasibi	19
Eastmain	3
Mistissini	8
Montréal	4
Oujé-Bougoumou	1
Waskaganish	4
Waswanipi	3
Wemindji	1





Related Employment Opportunities

- The new Health Agreement will directly and indirectly **create a variety of local business and employment opportunities** in the construction and services sectors.
- The CBHSSJB adheres to and strongly supports section 28 of the JBNQA which establishes Cree priority and ensure priority is given to “**available and duly qualified local persons or entrepreneurs in respect to contracts and employment created by development in the Territory**”.
- Opportunities for **local trades** include:
 - Electricians;
 - Plumbers;
 - Locksmiths;
 - Ventilation;
 - Refrigeration;
 - IT Cabling;
 - Instrumentation and Controls;
 - Etc.

Partnerships

- Partnerships are key to achieving this development and building capacity.
- The CBHSSJB is strengthening on our existing partnerships with:
 - Cree Nation Government;
 - Communities and Miyupimaatisiun Committees; and,
 - Cree School Board.

Partnering with the Cree Nation Government

- Recent meetings with the Cree Nation Government have focused on:
 - Amending contracting law;
 - Funding support through Cree Nation Government Foundation;
 - Aligning land-based programs with other Cree entities (i.e. Cree Department of Justice);
 - Establishing links between Cree Nation Government (Apatisiwin Skills Development (ASD), CSB and CBHSSJB) to develop and implement training programs; and,
 - Supporting consultation and communication with communities.

Partnering with the CSB

- In partnership with the CSB, we will work to:
 - Maintain and increase the ratio of Cree employees (70%/30%);
 - Promote career opportunities in the health and social services sector;
 - Increase qualifications in basic sciences to improve access to higher paying / higher skilled jobs; and,
 - Increase youth and adult training opportunities for a variety of sectors and trades.

Partnering with the Community

- CBHSSJB leadership recently attended the Annual General Assembly (AGA) of various communities to:
 - Update community members on the health agreement;
 - Discuss possible opportunities for their communities; and,
 - Continue their important role in guiding development of health and social services.
- The Miyupimaatisiun Committees are critical to achieving our common objectives for the people of Eeyou Istchee.



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**Meegwetch
Thank you!**

