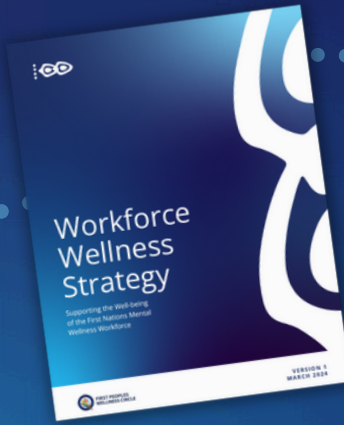


# Workforce Wellness Strategy FAQ



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[www.fpwc.ca/projects/workforce-wellness-strategy/](http://www.fpwc.ca/projects/workforce-wellness-strategy/)

## Frequently Asked Questions

Thank you for your interest in the Workforce Wellness Strategy (WWS). This Frequently Asked Questions (FAQ) Sheet aims to answer common questions that may arise from the First Nations Mental Wellness Workforce or any others who are interested in the strategy and its uses.

## HISTORY AND BACKGROUND

### 1 What is the Workforce Wellness Strategy (WWS)?

The Workforce Wellness Strategy provides **pathways, strategies, and recommendations** to enhance the well-being of the First Nations Mental Wellness Workforce (FNMWW) which serves First Nations communities.

This Workforce Wellness Strategy aims to:

- **Support the wellness** of the workers who comprise the FNMWW who serve First Nation communities and their members,
- **Be reflective** of those workers and the current realities they work in; and
- **Contain strategies** that can be implemented in meaningful ways.

### 2 Who is the First Nations Mental Wellness Workforce?

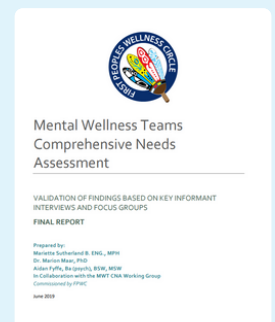
First Nations Mental Wellness Workforce (FNMWW) includes Mental Wellness Teams, Crisis Support (Crisis Response) Teams, and other specialized wellness workforces such as the Indian Residential School Resolution Health Support Program. The FNMWW provides **culturally appropriate mental wellness services** to individuals, families, and communities. They **blend traditional, cultural, and mainstream approaches** to provide mental wellness services to First Nations communities.

### 3 Who is First Peoples Wellness Circle (FPWC)?

First Peoples Wellness Circle (FPWC) is an Indigenous-led national not-for-profit dedicated to enhancing the lives of Canada's First Peoples by addressing healing, wellness, and mental wellness barriers. The organization's purpose is to walk with and support First Peoples and communities to share collective intelligence for healing, peace-making, and living a good life. FPWC advocates for collaborative and transformative change and promotes pathways to holistic health and wellness for First Peoples by incorporating diverse Indigenous cultural lenses and knowledge. To find out more, please visit our website at: <https://fpwc.ca/>

### 4 Where does the Workforce Wellness Strategy come from and why is it important?

The **Mental Wellness Teams Comprehensive Needs Assessment (2019)**, initiated by FPWC in collaboration with members of Mental Wellness Teams across what is now known as Canada, indicated the need to develop and implement a strategy focused on supporting the well-being of the FNMWW. The First Nations Mental Wellness Workforce offers mental wellness *(continued on next page)*



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(continued) services and programs in diverse and complex environments where there is inequitable and unstable funding, insufficient support, and a lack of tools and resources to support the growing demand. Many members of this workforce have endured ongoing stress, including the personal and systematic effects of colonialism, intergenerational and complex trauma, and the effects of individual and systemic racism. The COVID-19 pandemic has had a particularly significant impact on the First Nations Mental Wellness Workforce across the country, and within the communities they support. Mainstream mental wellness supports are often insufficient because they are not designed to recognize the importance of culture or address the cumulative and chronic stressors of colonialism that First Nations communities face.

## 5 *What was the journey to develop the Workforce Wellness Strategy?*

Responding to the recommendations made in the ***Mental Wellness Teams Comprehensive Needs Assessment (2019)***, First Peoples Wellness Circle (FPWC) engaged Christine Goulais Consulting and Advisory Services and Amy Lickers with A.L.L. Consulting Services to engage the workforce in developing a strategy focused on supporting the well-being of the First Nations Mental Wellness Workforce. A Working Group, comprised mainly of mental wellness workforce team members, was established to provide culturally grounded, community-driven guidance and feedback to the design, implementation, interpretation, and analysis of the strategic planning process. The Literature Review, which explored the most current writing and publications around mental wellness from an Indigenous perspective, was done to better understand wise practices and inform the strategy. Engaging directly with the First Nations Mental Wellness Workforce (FNMWW) and relevant partners was the most important component of this project, ensuring the strategic plan and recommendations are reflective of the current environment and those through the implementation of voluntary nationwide surveys and complementary focus groups that were focused on the members of the FNMWW.

## THE WWS AND HOW TO USE IT

### 6 *How can I access the Workforce Wellness Strategy?*

The Workforce Wellness Strategy is available on the FPWC website address below. You can also scan the QR code on the first page of this FAQ with your mobile device.



<https://fpwc.ca/projects/workforce-wellness-strategy/>

### 7 *What is found in the Workforce Wellness Strategy?*

The Workforce Wellness Strategy uses a framework to illustrate the ways in which we can all support the wellness of the workforce. This framework is grounded in guiding principles that are centered around **collective responsibility, relationships, safety, and accountability**. The Workforce Wellness Strategy identifies three Wellness Focus Areas that must be supported to enhance worker wellness. These Wellness Focus Areas are **Individual, Organizational and Environmental**, as well as **Systemic and Political**. Each of the three Wellness Focus Areas are unpacked further with themes, descriptions, and specific strategies. The strategies listed in each theme aim to support the wellness of the First Nations Mental Wellness Workforce and the implementation of the WWS.

### 8 *Is there any training currently available for the Workforce Wellness Strategy?*

We are currently exploring and developing ongoing opportunities for training for the Workforce Wellness Strategy (WWS).

In the meantime, you can gain access to the resources using same QR code and URL noted in #6 of this FAQ, and/or request a presentation on the WWS for your team by contacting Keith Martin, Workforce Development Lead, at [Keith.Martin@fpwc.ca](mailto:Keith.Martin@fpwc.ca)

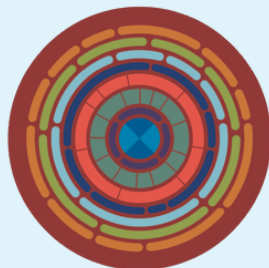


## 9 *How can I use the Workforce Wellness Strategy?*

The Workforce Wellness Strategy contains strategies that can be implemented in meaningful ways to support the well-being of the First Nations Mental Wellness Workforce. The strategies are recommendations for supporting wellness at the Individual, Organizational and Environmental, as well as Systemic and Political levels. In addition, the strategies described throughout the WWS can guide:

- The **shared responsibility** that all governments, organizations, individuals, and all involved in the mental wellness space have in supporting worker wellness.
- **Developing and implementing wellness strategies** such as a guideline for developing, implementing, and evaluating worker wellness plans.
- Discussion among individuals, teams, and networks about what aspects of the strategy resonate with them and how they can **work together on implementation**.
- Supporting capacity through the establishment of a **network of experts and supports** particularly related to mental wellness strategies.
- Advocating for **equitable funding and resources**.
- The **informing of governments and funders** on how to offer investment commitments that support the wellness of the FNMWW and are equitable, flexible, stable, long-term, and sustainable.

Further, the **First Nations Mental Wellness Continuum Framework Implementation Guide** is a helpful tool that can be used in collaboration with this resource to advance implementation. Please visit our website at the URL below for more information.



<https://fpwc.ca/projects/first-nations-mental-wellness-continuum-framework/>

## LOOKING FORWARD

## 10 *How will the Workforce Wellness Strategy be updated or reviewed?*

The strategy will undergo regular reviews and updates to ensure that it reflects the current realities of wellness workers and can be implemented meaningfully.

Feedback for future revisions will be informed by feedback that is received, informal dialogue, and in structured formats.

## 11 *Can I provide feedback or suggestions for improvement?*

Absolutely! We value input from members of the First Nation Mental Wellness Workforce and encourage you to share your feedback, suggestions, for improving the Workforce Wellness Strategy.

You can submit your thoughts and feedback by contacting Keith Martin, Workforce Development Lead, at [Keith.Martin@fpwc.ca](mailto:Keith.Martin@fpwc.ca)

## 12 *Who can I contact for further information or assistance?*

For any assistance or questions related to the Workforce Wellness Strategy, please contact:



**Keith Martin**  
Workforce Development Lead  
[Keith.Martin@fpwc.ca](mailto:Keith.Martin@fpwc.ca)