

Workforce Wellness Strategy

Supporting the Well-being of the First Nations Mental Wellness Workforce

The Workforce Wellness Strategy aims to:



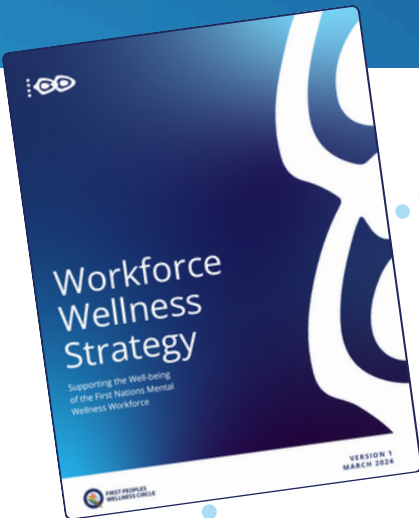
Support the wellness of the workers who comprise the First Nations Mental Wellness Workforce who serve First Nation communities and their members.



Be reflective of those workers and the current realities they work in.



Contain strategies that can be implemented in meaningful ways.



www.fpwc.ca/projects/workforce-wellness-strategy/

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The ***Mental Wellness Teams Comprehensive Needs Assessment (2019)***, initiated by First Peoples Wellness Circle in collaboration with members of Mental Wellness Teams from across Turtle Island, was completed to determine needs related to capacity, governance, infrastructure, training, networking, and evaluation. The assessment **indicated the need to develop and implement a strategy focused on supporting the well-being of the First Nations Mental Wellness Workforce (FNMWW)**, which includes Mental Wellness Teams, Crisis Support Teams, and other specialized wellness workforces.

Informed by the workers who comprise it, the **Workforce Wellness Strategy (WWS)** provides pathways, strategies, and recommendations to enhance the well-being of the First Nations Mental Wellness Workforce which serves First Nations communities.

The Wellness Focus Areas, Themes, and Strategies used in the WWS are intended to support individuals, organizations, and systems to understand the current context related to worker wellness, why it's important, and how to take action. 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.



USING THE WORKFORCE WELLNESS STRATEGY

The **Workforce Wellness Strategy Framework** is grounded in the guiding principles of **relationships, safety, and collective responsibility and accountability**. These guiding principles can be seen in the **dark blue outer circle** of the framework.

To enhance the wellness of the workforce, it is necessary to support the three **Wellness Focus Areas**:



Individual

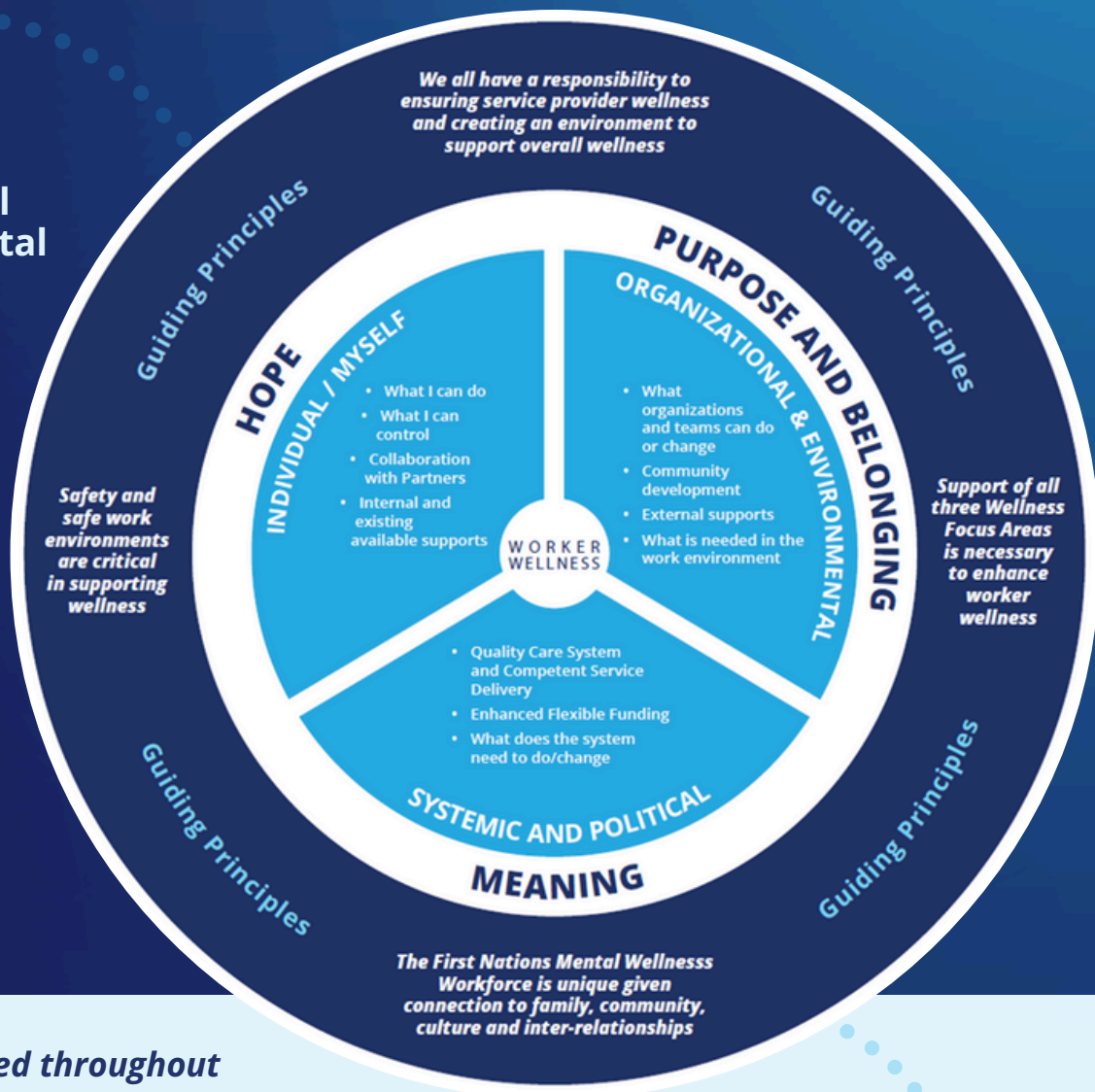


Organizational & Environmental



Systemic & Political

Each of these, represented in the **light blue areas** of the visual, are unpacked further with themes, descriptions, and specific strategies. The strategies listed are recommendations for supporting wellness at all levels.



*The strategies described throughout the **Workforce Wellness Strategy** can guide:*

- The **shared responsibilities** involved in supporting worker wellness.
- The development and implementation of **wellness strategies**.
- Discussion amongst individuals, teams, and networks about **implementation**.
- **Building capacity** through the establishment of a network of experts and supports.
- Advocating for **equitable funding and resources**.
- Informing governments and funders on methods of funding that support the wellness of the FNMWW and are **equitable, flexible, stable, long-term, and sustainable**.

