

Sources PDRH CISSS Baie-James

Year of the Request	SRP Priority	Name of training	Department	Direction	Estimated Number of participants	Description	Location	Estimated total cost
2017-2018	Orientation 1	Suicide Intervention and Prevention and Suicidal Risk Assessment and Applied Suicide Intervention Skills Training (ASIST)	Miyupimaatisiun	Youth Protection	50	Training pertaining to the subject of suicide aim to provide tools to the frontline workers to help implement immediate prevention measures when a client is exhibiting suicide ideations. Suicide related training this year will also focus on vulnerable teenagers. This training will equip the workers to detect vulnerable Youth and assess the level of risk in them committing suicide.	Ottawa and In communities	\$ 150 000,00
2017-2018	Orientation 2	CHARLIE, PCFI and ISP (with the RUIJ)	Miyupimaatisiun		60	This training focuses on allowing employees that work with troubled children and their families to acquire the necessary skills in order to provide quality services to the Cree population. These training also focus on providing concrete tools to Youth Protection employees and front line staff to ensure that the CBHSSJB is able to keep up-to-date with community needs and best practices with regards to psychosocial child and family intervention.	In communities	\$ 260 000,00
2017-2018	Orientation 2	Family Group Conferencing training (3 groups at 3 days each group)	Pimuhteheu		45	Family Circle or Family Group Conferencing (FGC) is a process where family, extended family, and community members are empowered to make safe and permanent plans in the best interests of the child in respect of their cultural values and beliefs. It empowers families to take and implement decisions about their children safety and development.	Chisasibi, Waskaganish and Mistissini	\$ 47 000,00

2017-2018	Orientation 2	Intervention Plan Training (3 groups at 3 days each group)	Pimuhthehu		45	As mentioned in the PCFI training, the objective of this activity is to provide additional content and tools regarding four topics: 1-Identify the purpose of the intervention plan 2-Specify the clinical and legal utility of the intervention plan and the ISP; 3-Improve the formulation of the objectives of the Intervention Plan; 4-Practice the elaboration of the intervention Plan.	Chisasibi, Waskaganish and Mistissini	\$ 47 000,00
2017-2018	Orientation 2	Youth Criminal Justice Act (YCJA)	Pimuhthehu		5	This training is a basic training on the clinical and legal components of the evaluation and intervention with youth that have come in contact with the Police and that are facing charges and court proceedings. This training is provided to upgrade the knowledge of the YCJA Workers and align their knowledge and tools with the industry's best practices.	Chisasibi Mistissini	\$ 24 000,00
2017-2018	Orientation 2	Child Abuse	Pimuhthehu		16	This training has the general objective to provide a better understanding of interventions pertaining to sexual abuse and equip trainees to intervene with the children, families and various collaborators implicated in situations of sexual abuse.	TBV	\$ 43 000,00
2017-2018	Orientation 2	Foster Families	Pimuhthehu		11	Required to respect the general criteria determined by the Ministry, this training aims at improving the recruitment and the evaluation of the resources by family type. The training brings precision on the impact of general criteria and proposes various tools which can allow trainees to verify the conformity of the resource with general criteria and the preservation	Chisasibi Misissini	\$ 40 000,00

						of their conformity established by the MSSS.		
2017-2018	Orientation 2	Boscoville	Pimuchteheu		TBV	This training is designed to accompany Youth Healing employees in the development and implementation of programs and supporting tools that will improve rehabilitation practices for the Cree community youth.	In communities	\$ 90 000,00
2017-2018	Orientation 2	Social Workers Annual Training	Miyupimaatisiun		20	This face-to-face meeting for SWs and HROs will include a 2-day workshop on Indigenous Social Work, a 1 day group work on the definition of a framework for psychosocial services given at the CMCs (roles of SWs, HROs and CWs; approaches, models, process, etc.) and finally, 2 days will concentrate on accredited training provided by the Order.	TBV	\$ 45 000,00
2017-2018	Orientation 2	Record Keeping	Miyupimaatisiun		75	Following a thorough assessment by our DPS Psychosocial, it was discovered that most front-line psychosocial workers have some basic training in record keeping that needs to be updated and new employees need the full training in order for the organisation to move to a centralized record keeping system.	In communities	\$ 38 000,00
2017-2018	Orientation 3	Dialogue for Life 2017	Pimuchteheu		5	Conferences and workshops proposed on the following topics such as Elders Teachings, Family violence, community initiatives, cultural activities, front line workers & natural helpers self care, bullying, intergenerational trauma. The focus will be on giving front line workers	Montreal	\$ 13 000,00

						and family members tools, skills and healing to face death, suicide and grieving.		
2018-2019	Orientation 2	Training on the legal and administrative criteria of Foster Families	Pimuhteheu	Youth Protection	11	Training on the file management system (PAMS)/FH module to ensure and to respect the legal, clinical and administrative criteria of the CCSSBJ. The PAMS software allows to standardize the practices of the trainees/workers	Chisasibi	\$ 32 790,00
2018-2019	Orientation 2	Training on the evaluation of Foster Families (1 x 3 days)	Pimuhteheu	Youth Protection	11	Required to respect the general criteria determined by the Ministry, the training aims at improving the recruitment and the evaluation of the resources by family type. The training brings precision on the impact of general criteria and proposes various tools which can allow trainees to verify the conformity of the resource with general criteria and the preservation of their conformity established by the MSSS.	Chisasibi	\$ 32 790,00
2018-2019	Orientation 2	Training on the legal and administrative criteria of Foster Families	Pimuhteheu	Youth Protection	11	Training on the file management system (PAMS)/FH module to ensure and to respect the legal, clinical and administrative criteria of the CCSSBJ. The PAMS software allows to standardize the practices of the trainees/workers	Chisasibi	\$ 32 790,00
2018-2019	Orientation 2	CHARLIE, PCFI and ISP (with the RUIJ)	Pimuhteheu	Youth Protection	TBC	This training focuses on allowing employees that work with troubled children and their families to acquire the necessary skills in order to provide quality services to the Cree population. These training also focus on providing concrete tools to Youth Protection employees and front line staff to ensure that the CBHSSJB is able to keep up-to-date	TBC	\$ 123 000,00

						with community needs and best practices with regards to psychosocial child and family intervention.		
2018-2019	Orientation 2	Boscoville	Pimuhthehu	Youth Healing Services	TBC	This training is designed to accompany Youth Healing employees in the development and implementation of programs and supporting tools that will improve rehabilitation practices for the Cree community youth.	Mistissini	\$ 120 000,00
2018-2019	Orientation 2	YCJA Training Gladue report	Pimuhthehu	Youth Protection	10	1st part of 6 days (3 days). This training is a basic training on the clinical and legal components on the evaluation and the intervention with youth requiring support who have come into contact with the Police and charges have been laid and court proceedings are initiated under YCJA. This training is provided to upgrade the knowledge of the YCJA Workiers to best practices.	Chisasibi	\$ 22 000,00
2018-2019	Orientation 2	Training on Sexual Abuse intervention (1 x 3 days)	Pimuhthehu	Youth Protection	16	This training has the general objective to provide a better understanding of interventions of sexual abuse situations and to equip trainees to intervene with the children, families and various collaborators implicated in situations of sexual abuse.	Chisasibi	\$ 46 790,00

2018-2019	Orientation 4	Supervision training	Pimuchtehu	Youth Protection	12	<p>The Supervision training aims at allowing Team Leaders to oversee adequately the members of their team.</p> <ol style="list-style-type: none"> 1. Reaffirm Team Leader expectations to the YP Workers. 2. Reaffirm Team Leader roles and responsibilities. 3. Favor the preparation of supervision meetings. 4. Identify the strengths and the zones of improvement of the participants (speakers). 5. Establish with the participants on the means to achieve their responsibilities in connection with the knowledge, the know-how and know how to be. 6. Propose strategies of support to the Team Leaders and YP Workers. 7. Set up mechanisms for follow-up. 	Ouje-Bougoumou	\$ 36 480,00
2018-2019	Orientation 2	Trainings under DSPQA - Psychosocial	Miyupimaatisiun	DSPQA - Psychosocial	TBV	Funds to be used to provide training to Psychosocial Employees	TBV	\$ 150 000,00
2018-2019	Orientation 2	OMEGA de base, ASSTSAS	Miyupimaatisiun	DPSQA-Health	80	Policy and procedures for Code White to prevent violent behaviors. OMEGA is part of prevention plan. Provided by Douglas institute OMEGA certified trainers. Among the participants to the training, 4 of them will be trained to become trainers in phase 2 of project. Two participants will be recruited from outside Chisasibi to become the regional instructors. Planned 5 cohorts of 16 participants (20K each cohort).	Chisasibi/Mistissini/ Eastmain	\$ 100 000,00
2018-2019	Orientation 2	Awash Orientation training	Miyupimaatisiun	DPSQA-Health	20	2 weeks training of consolidation of knowledge on biopsychosocial evaluation model in Awash clientele in an integrated services approach and in respect with traditional medicine and land based healing	Mistissini	\$ 55 000,00

2018-2019	Orientation 2	Suicidal Risk Evaluation Training	Pimuhteheu	Youth Protection	14	The vulnerable teenagers (14 years old+) and suicide: our role and our responsibilities. Based on the Protocol of intervention in mental health or in situations of suicidal risk in the Youth Center, this training will equip the workers to detect vulnerable Youth in who are at risk (suicidal) and assess their level of dangerousity of comitting suicide. This training will develop a common language in accordance with best practices in suicide prevention and intervention.	Chisasibi	\$ 28 000,00
2018-2019	Orientation 2	Dialogue for Life	Pimuhteheu	Youth Healing	2	Annual Conference (3 days): Bringing together people and organizations concerned and involved with the prevalence of suicide and other self-destructive behaviours (violence, abuse, addictions etc.) in Aboriginal communities. Supporting the development of prevention and intervention models that are adapted to the specific realities faced by First Nations and Inuit communities and Aboriginal populations living in urban areas. Encourages the sharing of information on initiatives and experiences in the prevention and intervention here or outside Quebec.	Montreal	\$ 10 000,00
2019-2020	2 - Strengthen chronic disease services and support	General budget for DSPQA Social training needs	Miyupimaatisiun	DPSQA Psychosocial	75	This budget will be used by the incoming DPSQA Social to allocate to identified priorities in the organization. Some examples of potential trainings include: an annual SW/HRO training week, community worker training, motivational interviewing training, and a collaboration with Manuuhikuu on suicide prevention.	TBD	\$ 150 000,00

						The amount is left general so that the incoming manager can prioritize and allocate resources based on need.		
2019-2020	Orientation 2	FHW Training/Orientation	Miyupimaatisiun	DPSQA Psychosocial	15	In house training for the Cree Foster Care Resource program. With a focus on overall performance and needs of improvements. Specific training on FH forms, reports, assessments, interview techniques, recruitment, collaboration with service providers and new development (changes). Invite a CHB Professional to provide Communication and Skills training (Assertiveness skills, communication skills, dealing with difficult people, influencing skills, minute taking, presentation skills, report writing, stress management, telephone skills, time management.)	Val d'Or	\$ 43 500,00
2019-2020	Orientation 2	PL-99 Training	Pimuhteheu	Youth Protection	20	Required to respect the general criteria determined by the Ministry, the training aims at improving the recruitment and the evaluation of the resources by family type. The training brings precision on the impact of general criteria and proposes various tools which can allow trainees to verify the conformity of the resource with general criteria and the preservation of their conformity established by the MSSS. Training on recent amendments to the Youth Protection Act. To be funded by the MSSS. This fund will be used for transport and lodging for trainer and a lawyer, and for training material to be adapted.	Chisasibi	\$ 10 000,00

2019-2020	Orientation 2	PL-113 Training	Pimuhteheu	Youth Protection	20	Required o respect the general criteria determined by the Ministry, the training aims at improving the recruitment and the evaluation of the resources by family type. The training brings precision on the impact of general criteria and proposes various tools which can allow trainees to verify the conformity of the resource with general criteria and the preservation of their conformity established by the MSSS. Training on recent amendments to the Adoption Act and Civil Code. To be funded by the MSSS. This fund will by used for transport and lodging for trainer and a lawyer, and for training material to be adapted.	Chisasibi	\$ 10 000,00
2019-2020	Orientation 2	YCJA Training (1 x 3 days)	Pimuhteheu	Youth Protection	5	1st part of 6 days (3 days). This training is a basic training on the clinical and legal components on the evaluation and the intervention with youth requiring support who have come into contact with the Police and charges have been laid and court proceedings are initiated under YCJA. This training is provided to upgrade the knowledge of the YCJA Workiers to best practices.	Chisasibi	\$ 19 750,00
2019-2020	Orientation 2	YCJA Training (1 x 3 days)	Pimuhteheu	Youth Protection	5	2nd part of 6 days (3 days): differential Evaluation of the teenagers offenders. The workers who works with the Young Offenders will be sensibilized to the importance of the systematic approach for thoses evaluations considering the various factors which can influence the professional judgment, among which among others, the aware and unconscious motivations to do this work as well	Mistissini	\$ 19 750,00

						as the perception and the understanding of the mandate which is confided to him with the teenagers offenders and of the clinicals criterias.		
2019-2020	Orientation 2	Suicidal Risk Evaluation Training	Pimuhthehu	Youth Protection	14	<p>The vulnerable teenagers (14 years old+) and suicide: our role and our responsibilities.</p> <p>Based on the Protocol of intervention in mental health or in situations of suicidal risk in the Youth Center, this training will equip the workers to detect vulnerable Youth in who are at risk (suicidal) and assess their level of dangerousity of comitting suicide. This training will develop a common language in accordance with best practices in suicide prevention and intervention.</p>	Chisasibi	\$ 27 960,00
2019-2020	Orientation 2	CHARLIE / PCFI	Pimuhthehu	Youth Protection		This training focuses on allowing employees that work with troubled children and their families to acquire the necessary skills in order to provide quality services to the Cree population. These training also focus on providing concrete tools to Youth Protection employees and front line staff to ensure that the CBHSSJB is able to keep up-to-date with community needs and best practices with regards to psychosocial child and family intervention.	TBD	\$ 75 000,00
2019-2020	Orientation 2	Youth Criminal Justice Act (pas de contrat)	Pimuhthehu	Youth Healing Services	15	This training will be provided to the child care workers who will express their willingness to work in the future closed custody unit. It will also be provided to all security	Mistissini	\$ 4 380,00

						guards of the reception center in Mistissini.		
2019-2020	Orientation 2	Youth Criminal Justice act (practical stage in Montréal)	Pimuhthehu	Youth Healing Services	15	These stages will occur in Montreal in a closed custody unit. The workers will stay 3 days each in the unit, observing the childcare workers and the security guards. The goal is to learn how to manage the safety issues while doing readaptation in a closed custody unit.	Montreal	\$ 12 600,00
2019-2020	Orientation 4	Executive Management Training & Professional Development	Pimuhthehu	Youth Protection	6	Executive management training and courses to enhance professional development by learning from others successes and failures. It will give insight on the type of organizations, the type of workers and the way in which to maximize their productivity while considering the needs of the organization and the needs of the employees through best practice research and information. Learning about theories and the types of management interventions that would be most effective to real world conditions. It is a positive investment in managers and promotes retention as well as professional development and advancement.	Montreal	\$ 40 950,00
2020-2021	Orientation 2	PL-99 Training	Pimuhthehu	Youth Healing		Required to respect the general criteria determined by the Ministry, the training aims at improving the recruitment and the evaluation of the resources by family type. The training brings precision on the impact of general criteria and proposes various tools which can allow trainees to verify the	Chisasibi	\$ 10 000,00

						conformity of the resource with general criteria and the preservation of their conformity established by the MSSS. Training on recent amendments to the Youth Protection Act. To be funded by the MSSS. This fund will be used for transport and lodging for trainer and a lawyer, and for training material to be adapted.		
2020-2021	Orientation 2	PL-113 Training	Pimuhteheu	Youth Healing		Required to respect the general criteria determined by the Ministry, the training aims at improving the recruitment and the evaluation of the resources by family type. The training brings precision on the impact of general criteria and proposes various tools which can allow trainees to verify the conformity of the resource with general criteria and the preservation of their conformity established by the MSSS. Training on recent amendments to the Adoption Act and Civil Code. To be funded by the MSSS. This fund will be used for transport and lodging for trainer and a lawyer, and for training material to be adapted.	Chisasibi	\$ 10 000,00
2020-2021	Orientation 2	YCJA Training (1 x 3 days)	Pimuhteheu	Youth Healing	12	1st part of 6 days (3 days). This training is a basic training on the clinical and legal components on the evaluation and the intervention with youth requiring support who have come into contact with the Police and charges have been laid and court proceedings are initiated under YCJA. This training is provided to upgrade the knowledge of the YCJA Workers to best practices.	Chisasibi	\$ 47 400,00

2020-2021	Orientation 2	YCJA Training (1 x 3 days)	Pimuchteheu	Youth Healing	12	2nd part of 6 days (3 days): Differential Evaluation of teenage offenders. The workers who work with the Young Offenders will be sensitized to the importance of the systematic approach for those evaluations considering the various factors which can influence the professional judgment, among which among others, the aware and unconscious motivations to do this work as well as the perception and the understanding of the mandate which is confided to him with the teenagers offenders and of the clinicals criterias.	Mistissini	\$ 47 400,00
2020-2021	Orientation 1	Suicidal Risk Evaluation Training	Pimuchteheu	Youth Healing	10	The vulnerable teenagers (14 years old+) and suicide: our role and our responsibilities. Based on the Protocol of intervention in mental health or in situations of suicidal risk in the Youth Center, this training will equip the workers to detect vulnerable Youth in who are at risk (suicidal) and assess their level of dangerousity of comitting suicide. This training will develop a common language in accordance with best practices in suicide prevention and intervention.	Chisasibi	\$ 23 150,00
2020-2021	Orientation 2	CHARLIE / PCFI	Pimuchteheu	Youth Healing		This training focuses on allowing employees that work with troubled children and their families to acquire the necessary skills in order to provide quality services to the Cree population. These training also focus on providing concrete tools to Youth Protection employees and front line staff to ensure that the CBHSSJB is able to keep up-to-date	Location	\$ 75 000,00

						with community needs and best practices with regards to psychosocial child and family intervention.		
2020-2021	Orientation 2	OMEGA de base, ASSTSAS	Pimuhteheu	Youth Healing	30	<p>The basic Omega training program aims to develop health and social services worker skills and methods of intervention to ensure their safety and that of others in situations of aggression. 4 consecutive days or 2 days / week for 2 weeks.</p> <p>General objectives: At the end of this training, the participant will be able to: identify the risk elements present in their workplace; to choose and make the appropriate physical protection arrangements for the situation; select and apply the most appropriate verbal / psychological intervention mode to the expressed aggression; communicate effectively with colleagues in an aggressive crisis resolution goal; to apply simple techniques of evasion and immobilization.</p>	Mistissini	\$ 100 000,00
2020-2021	Orientation 1	Advanced Wilderness First Aid Sirius Medical	Pimuhteheu	Youth Healing	20	<p>Advanced Wilderness First Aid has become a minimum standard for those who work in wilderness settings. This 5-day course provides participants with a solid foundation in wilderness first aid, with an emphasis on prevention, practical skills, decision making and dealing with environmental conditions. This advanced program extends beyond material covered in the Wilderness First Aid program. Topics include</p>	Chisasibi	\$ 25 000,00

						accident scene management, group leadership, rescuer responsibility and liability, prevention of injuries, advanced first aid kits, wound management and managing the trauma victim. The program includes CPR/AED Heart Saver for the Lay Rescuer.		
2020-2021	Orientation 4	Introduction to project management	Pimuhthehu	Youth Healing	4	Project management tools, techniques and processes have been designed to help organizations undertake these unique initiatives more successfully. Discover the project management framework, project life cycle, processes and knowledge areas. Learn how project choices are made and how different techniques are used to collect project requirements and define expected project outcomes. Develop a project charter, a stakeholder analysis and a work breakdown structure. Practice exercises based on the concepts learned and will engage in a project simulation to better understand the dynamics of sound project management practices. (In Ottawa)	Varia	\$ 12 360,00
2020-2021	Orientation 4	Administrative Training	Pimuhthehu	Youth Protection	13	Marie-Victorin (Attestation of College Studies – Communication in administration). The administrative officers/technicians need training on daily administrative, and clerical staff duties. Alternatively, PMC training: The Outstanding Administrative Assistant (2 day training for 4 regional admins and 9 local admin officers) in Ottawa or Chisasibi.	Regional	\$ 47 450,00

2020-2021	Orientation 1	Challenging Behaviours in Youth	Pimuhteheu	Youth Protection	45	CTRI training: The 29 community workers (4 special investigators, 3 YCJA, 2 liaison workers) should have refreshers on working with youth with challenging behaviours. Training is for those who work with youth, managing challenging behaviours that interfere with development, learning, or success that can be both frustrating and exhausting. This manual will review challenging behaviours related to aggression, non-compliance, and attention-seeking, and will provide a framework for intervening with these behaviours. Readers will analyze the effectiveness of their current approach and develop insights into what is happening when attempts at intervention do not work. Guidelines for structuring interactions for positive outcomes will be given, and a coaching model to bring out the best in youth who exhibit challenging behaviour will be provided. Training in Chisasibi (8 locals), Waskaganish (6 locals) and Mistissini (8 locals and 23 travelling).	Varia	\$ 53 070,00
2020-2021	Orientation 2	Conflict Resolution, Intervention Planning, Non-Violent Intervention and Family Conferencing	Pimuhteheu	Youth Protection	52	Crisis & Trauma Resource Institute: Conflict Resolution Skills. This workshop explores the various dynamics of conflict and provides participants with the necessary skills to respond to it confidently and effectively. Some of the topics included are: the intention check tool; strategies for dealing with disagreements; the interest check: moving from positions to interest; strategies for staying calm in conflict; and the four-part conflict	Varia	\$ 52 800,00

						resolution process. Alternatively, most of the 160 hour intensive certification program from the Canadian Institute of Conflict Resolution (CICR). Training for ADYP, 4 coords, 8 TLs, 29 YP workers, 4 SI, 3 YCJA and 2 liaisons. Training in: Chisasibi (11 locals), Waskaganish (8 locals) and Mistissini (11 locals and 22 travelling) for approx. 4 days.		
2020-2021	Orientation 4	Court Process	Pimuchtehu	Youth Protection	33	The 29 community workers, and 4 special investigators require annual court process refreshers. The training will be provided by our YP lawyers for each local community YP office.	Local	\$ -
2020-2021	Orientation 1	Crisis Physical Intervention Training	Pimuchtehu	Youth Protection	44	The 29 community workers, 4 special investigators, 3 YCJA and 8 team leaders require annual certification for crisis physical intervention. The training was previously provided by [REDACTED]. Training in Chisasibi (8 locals) and Oujé-Bougoumou (3 locals and 33 travelling).	Varia	\$ 65 340,00
2020-2021	Orientation 4	First Aid, CPR Training	Pimuchtehu	Youth Protection	48	Red Cross Certification and Training for 29 community workers, 4 special investigators, 3 YCJA, 8 HROs, 4 coordinators who require first aid and CPR training.	Local	\$ -
2020-2021	Orientation 1	Gladue Report (Report Writing)	Pimuchtehu	Youth Protection	36	Gladue Report writing is an essential skills in writing reports, and the Gladue report highlights the importance of Aboriginal contexts. The report writing skills are also included in the training. The YCJA workers will benefit on the Gladue report training. Training by [REDACTED] - Carleton University professor. The training for 29 community workers, 4 special	Chisasibi	\$ 73 950,00

						investigators, and 3 YCJA for 5 days.		
2020-2021	Orientation 1	Report Writing (Progress Notes)	Pimuhtheu	Youth Protection	36	Standard English writing skills for all 29 YP community workers, 4 SI, 3 YCJA or we include that with Gladue Report Writing.	Local	\$ -
2020-2021	Orientation 4	Mental Health Training	Pimuhtheu	Youth Protection	16	Crisis & Trauma Resource Institute: Managing Mental Health in the Workplace - Rights and Responsibilities, Mental Health Awareness and Support. Dealing with issues related to mental health in the workplace can be challenging and difficult to navigate. It is essential that organizations have the capabilities to manage mental health because early identification and support typically leads to continued productivity and retention of employees. This manual provides a roadmap to help managers participate in conversations with employees who may require support when experiencing difficulties related to mental health. Readers will learn strategies for creating a more inclusive work environment that reduces stigma surrounding mental illness. The trainees will be the DYP, ADYP, 4 coordinators and 10 HROs.	Nemaska	\$ 30 660,00
2020-2021	Orientation 4	Sexual Abuse Training	Pimuhtheu	Youth Protection	5	Specialized training for 4 special investigators and 1 regional coordinator.	Montreal	\$ 12 750,00

2020-2021	Orientation 1	Theory Training - Attachment Theory	Pimuhteheu	Youth Protection	52	Crisis & Trauma Resource Institute: Attachment and Families - Strategies for Engaging and Helping. Our first experiences of forming and maintaining relationships happen within the family context. These early attachment patterns influence how a person continues to engage with others and form adult relationships. Whether you are working with one person or the whole family, considering the flow of stress as well as resilience through relationships is critical. This manual will explore attachment theory, as well as common dynamics at play within family systems. Readers will learn strategies for working with more than one person at a time. This is a highly interactive and experiential training where readers will practice applying principles and strategies for working with families. Training for ADYP, 4 coords, 8 TLs, 29 yp workers, 4 SI, 3 YCJA and 2 liaison. Training in Chisasibi (11 locals), Waskaganish (8 locals) and Mistissini (11 locals and 22 travelling) for approx. 2 days	Varia	\$ 46 860,00
2020-2021	Orientation 4	Work Enviornments: Lateral Kindness, Debriefing Workshops, Self-care Awareness	Pimuhteheu	Youth Protection	53	Crisis & Trauma Resource Institute: Lateral Violence - Working Towards Solutions. Lateral violence occurs when harmful behaviours we experience show up in our interactions with others. It is expressed in many forms including lack of trust, favouritism, and poor communication – these issues typically lead to conflict between individuals or within an entire group. Moving beyond the cycle of	Varia	\$ 93 720,00

						lateral violence begins with people becoming aware of its causes and impacts. This manual explores the various dynamics of lateral violence and offers solutions for prevention. Readers will develop better personal awareness and enhance their communication and conflict resolution skills. Training for DYP, ADYP, 4 coords, 8 TLs, 29 yp workers, 4 SI, 3 YCJA and 2 liaison. Training in Eastmain (2), Nemaska (4) and Oujé-Bougoumou (3) and 44 travelling for approx. 2 days.		
2020-2021	Orientation 4	Executive Management Training & Professional Development	Pimuchtehu	Youth Protection	6	Executive management training and courses to enhance professional development by learning from others successes and failures. It will give insight on the type of organizations, the type of workers and the way in which to maximize their productivity while considering the needs of the organization and the needs of the employees through best practice research and information. Learning about theories and the types of management interventions that would be most effective to real world conditions. It is a positive investment in managers and promotes retention as well as professional development and advancement.	Montreal	\$ 41 200,00
2020-2021	Orientation 2	Annual trainings SW/HRO-community workers	Miyupimaatisiun	DPSAQ - Psycho-Social		This budget will be used by DPSQA Social to allocate to identified priorities in the organization. These potential trainings will be given through annual SW/HRO training week and community worker	TBD	\$ 100 000,00

						training depending on the need and the requests from local entities.		
2020-2021	Orientation 2	On call support training depending on needs (suicidal risk/	Miyupimaatisiun	DPSAQ - Psycho-Social		Specific training for the psychosocial staff on call. Potential training: suicide risk assessment, omega, protective measures, crisis intervention)	TBD	\$ 50 000,00
2020-2021	Orientation 4	Marie-Victorin training	Miyupimaatisiun	DPSAQ - Psycho-Social		College certification in social work for community workers	TBD	\$ 50 000,00
2020-2021	Orientation 4	Foster home training	Miyupimaatisiun	DPSAQ - Psycho-Social		In house training for the Cree Foster Care Resource program. With a focus on overall performance and needs of improvements. Specific training on FH forms, reports, assessments, interview techniques, recruitment, collaboration with service providers and new development (changes). Potential trainings: report writing, stress management, time management, Foster homes support	TBD	\$ 45 000,00

Year of the Request	SRP Priority	Name of training	Department	Direction	Estimated Number of participants	Description	Location	Estimated total cost
2020-2021	Orientation 2	PL-99 Training	Pimuhteheu	Youth Healing		Required to respect the general criteria determined by the Ministry, the training aims at improving the recruitment and the evaluation of the resources by family type. The training brings precision on the impact of general criteria and proposes various tools which can allow trainees to verify the conformity of the resource with general criteria and the preservation of their conformity established by the MSSS. Training on recent amendments to the Youth Protection Act. To be funded by the MSSS. This fund will be used for transport and lodging for trainer and a lawyer, and for training material to be adapted.	Chisasibi	\$ 10 000,00
2020-2021	Orientation 2	PL-113 Training	Pimuhteheu	Youth Healing		Required to respect the general criteria determined by the Ministry, the training aims at improving the recruitment and the evaluation of the resources by family type. The training brings precision on the impact of general criteria and proposes various tools which can allow trainees to verify the conformity of the resource with general criteria and the preservation of their conformity established by the MSSS. Training on recent amendments to the Adoption Act and Civil Code. To be funded by the MSSS. This fund will be used for transport and lodging for trainer and a lawyer, and for training material to be adapted.	Chisasibi	\$ 10 000,00
2020-2021	Orientation 2	YCJA Training (1 x 3 days)	Pimuhteheu	Youth Healing	12	1st part of 6 days (3 days). This training is a basic training on the clinical and legal components on the evaluation and the intervention with youth requiring support who have come into contact with the Police and charges have been laid and court proceedings are initiated under YCJA. This training is provided to upgrade the knowledge of the YCJA Workers to best practices.	Chisasibi	\$ 47 400,00
2020-2021	Orientation 2	YCJA Training (1 x 3 days)	Pimuhteheu	Youth Healing	12	2nd part of 6 days (3 days): Differential Evaluation of teenage offenders. The workers who work with the Young Offenders will be sensitized to the importance of the systematic approach for those evaluations considering the various factors which can influence the professional judgment, among which among others, the aware and unconscious motivations to do this work as well as the perception and the understanding of the mandate which is confided to him with the teenagers offenders and of the clinicals criterias.	Mistissini	\$ 47 400,00

2020-2021	Orientation 1	Suicidal Risk Evaluation Training	Pimuhteheu	Youth Healing	10	<p>The vulnerable teenagers (14 years old+) and suicide: our role and our responsibilities.</p> <p>Based on the Protocol of intervention in mental health or in situations of suicidal risk in the Youth Center, this training will equip the workers to detect vulnerable Youth in who are at risk (suicidal) and assess their level of dangerousity of committing suicide. This training will develop a common language in accordance with best practices in suicide prevention and intervention.</p>	Chisasibi	\$ 23 150,00
2020-2021	Orientation 2	CHARLIE / PCFI	Pimuhteheu	Youth Healing		<p>This training focuses on allowing employees that work with troubled children and their families to acquire the necessary skills in order to provide quality services to the Cree population. These training also focus on providing concrete tools to Youth Protection employees and front line staff to ensure that the CBHSSJB is able to keep up-to-date with community needs and best practices with regards to psychosocial child and family intervention.</p>	Location	\$ 75 000,00
2020-2021	Orientation 2	OMEGA de base, ASSTSAS	Pimuhteheu	Youth Healing	30	<p>The basic Omega training program aims to develop health and social services worker skills and methods of intervention to ensure their safety and that of others in situations of aggression. 4 consecutive days or 2 days / week for 2 weeks.</p> <p>General objectives:</p> <p>At the end of this training, the participant will be able to:</p> <ul style="list-style-type: none"> identify the risk elements present in their workplace; to choose and make the appropriate physical protection arrangements for the situation; select and apply the most appropriate verbal / psychological intervention mode to the expressed aggression; communicate effectively with colleagues in an aggressive crisis resolution goal; to apply simple techniques of evasion and immobilization. 	Mistissini	\$ 100 000,00

2020-2021	Orientation 1	Advanced Wilderness First Aid Sirius Medical	Pimuhteheu	Youth Healing	20	Advanced Wilderness First Aid has become a minimum standard for those who work in wilderness settings. This 5-day course provides participants with a solid foundation in wilderness first aid, with an emphasis on prevention, practical skills, decision making and dealing with environmental conditions. This advanced program extends beyond material covered in the Wilderness First Aid program. Topics include accident scene management, group leadership, rescuer responsibility and liability, prevention of injuries, advanced first aid kits, wound management and managing the trauma victim. The program includes CPR/AED Heart Saver for the Lay Rescuer.	Chisasibi	\$ 25 000,00
2020-2021	Orientation 4	Introduction to project management	Pimuhteheu	Youth Healing	4	Project management tools, techniques and processes have been designed to help organizations undertake these unique initiatives more successfully. Discover the project management framework, project life cycle, processes and knowledge areas. Learn how project choices are made and how different techniques are used to collect project requirements and define expected project outcomes. Develop a project charter, a stakeholder analysis and a work breakdown structure. Practice exercises based on the concepts learned and will engage in a project simulation to better understand the dynamics of sound project management practices. (In Ottawa)	Varia	\$ 12 360,00
2020-2021	Orientation 4	Administrative Training	Pimuhteheu	Youth Protection	13	Marie-Victorin (Attestation of College Studies – Communication in administration). The administrative officers/technicians need training on daily administrative, and clerical staff duties. Alternatively, PMC training: The Outstanding Administrative Assistant (2 day training for 4 regional admins and 9 local admin officers) in Ottawa or Chisasibi.	Regional	\$ 47 450,00

2020-2021	Orientation 1	Challenging Behaviours in Youth	Pimuhteheu	Youth Protection	45	CTRI training: The 29 community workers (4 special investigators, 3 YCJA, 2 liaison workers) should have refreshers on working with youth with challenging behaviours. Training is for those who work with youth, managing challenging behaviours that interfere with development, learning, or success that can be both frustrating and exhausting. This manual will review challenging behaviours related to aggression, non-compliance, and attention-seeking, and will provide a framework for intervening with these behaviours. Readers will analyze the effectiveness of their current approach and develop insights into what is happening when attempts at intervention do not work. Guidelines for structuring interactions for positive outcomes will be given, and a coaching model to bring out the best in youth who exhibit challenging behaviour will be provided. Training in Chisasibi (8 locals), Waskaganish (6 locals) and Mistissini (8 locals and 23 travelling).	Varia	\$ 53 070,00
2020-2021	Orientation 2	Conflict Resolution, Intervention Planning, Non-Violent Intervention and Family Conferencing	Pimuhteheu	Youth Protection	52	Crisis & Trauma Resource Institute: Conflict Resolution Skills. This workshop explores the various dynamics of conflict and provides participants with the necessary skills to respond to it confidently and effectively. Some of the topics included are: the intention check tool; strategies for dealing with disagreements; the interest check: moving from positions to interest; strategies for staying calm in conflict; and the four-part conflict resolution process. Alternatively, most of the 160 hour intensive certification program from the Canadian Institute of Conflict Resolution (CICR). Training for ADYP, 4 coords, 8 TLs, 29 YP workers, 4 SI, 3 YCJA and 2 liaisons. Training in: Chisasibi (11 locals), Waskaganish (8 locals) and Mistissini (11 locals and 22 travelling) for approx. 4 days.	Varia	\$ 52 800,00
2020-2021	Orientation 4	Court Process	Pimuhteheu	Youth Protection	33	The 29 community workers, and 4 special investigators require annual court process refreshers. The training will be provided by our YP lawyers for each local community YP office.	Local	\$ -
2020-2021	Orientation 1	Crisis Physical Intervention Training	Pimuhteheu	Youth Protection	44	The 29 community workers, 4 special investigators, 3 YCJA and 8 team leaders require annual certification for crisis physical intervention. The training was previously provided by ██████████. Training in Chisasibi (8 locals) and Oujé-Bougoumou (3 locals and 33 travelling).	Varia	\$ 65 340,00

2020-2021	Orientation 4	First Aid, CPR Training	Pimuhtheu	Youth Protection	48	Red Cross Certification and Training for 29 community workers, 4 special investigators, 3 YCJA, 8 HROs, 4 coordinators who require first aid and CPR training.	Local	\$ -
2020-2021	Orientation 1	Gladue Report (Report Writing)	Pimuhtheu	Youth Protection	36	Gladue Report writing is an essential skills in writing reports, and the Gladue report highlights the importance of Aboriginal contexts. The report writing skills are also included in the training. The YCJA workers will benefit on the Gladue report training. Training by [REDACTED] - Carleton University professor. The training for 29 community workers, 4 special investigators, and 3 YCJA for 5 days.	Chisasibi	\$ 73 950,00
2020-2021	Orientation 1	Report Writing (Progress Notes)	Pimuhtheu	Youth Protection	36	Standard English writing skills for all 29 YP community workers, 4 SI, 3 YCJA or we include that with Gladue Report Writing.	Local	\$ -
2020-2021	Orientation 4	Mental Health Training	Pimuhtheu	Youth Protection	16	Crisis & Trauma Resource Institute: Managing Mental Health in the Workplace - Rights and Responsibilities, Mental Health Awareness and Support. Dealing with issues related to mental health in the workplace can be challenging and difficult to navigate. It is essential that organizations have the capabilities to manage mental health because early identification and support typically leads to continued productivity and retention of employees. This manual provides a roadmap to help managers participate in conversations with employees who may require support when experiencing difficulties related to mental health. Readers will learn strategies for creating a more inclusive work environment that reduces stigma surrounding mental illness. The trainees will be the DYP, ADYP, 4 coordinators and 10 HROs.	Nemaska	\$ 30 660,00
2020-2021	Orientation 4	Sexual Abuse Training	Pimuhtheu	Youth Protection	5	Specialized training for 4 special investigators and 1 regional coordinator.	Montreal	\$ 12 750,00

2020-2021	Orientation 1	Theory Training - Attachment Theory	Pimuhteheu	Youth Protection	52	Crisis & Trauma Resource Institute: Attachment and Families - Strategies for Engaging and Helping. Our first experiences of forming and maintaining relationships happen within the family context. These early attachment patterns influence how a person continues to engage with others and form adult relationships. Whether you are working with one person or the whole family, considering the flow of stress as well as resilience through relationships is critical. This manual will explore attachment theory, as well as common dynamics at play within family systems. Readers will learn strategies for working with more than one person at a time. This is a highly interactive and experiential training where readers will practice applying principles and strategies for working with families. Training for ADYP, 4 coords, 8 TLs, 29 yp workers, 4 SI, 3 YCJA and 2 liaison. Training in Chisasibi (11 locals), Waskaganish (8 locals) and Mistissini (11 locals and 22 travelling) for approx. 2 days	Varia	\$ 46 860,00
2020-2021	Orientation 4	Work Enviornments: Lateral Kindness, Debriefing Workshops, Self-care Awareness	Pimuhteheu	Youth Protection	53	Crisis & Trauma Resource Institute: Lateral Violence - Working Towards Solutions. Lateral violence occurs when harmful behaviours we experience show up in our interactions with others. It is expressed in many forms including lack of trust, favouritism, and poor communication – these issues typically lead to conflict between individuals or within an entire group. Moving beyond the cycle of lateral violence begins with people becoming aware of its causes and impacts. This manual explores the various dynamics of lateral violence and offers solutions for prevention. Readers will develop better personal awareness and enhance their communication and conflict resolution skills. Training for DYP, ADYP, 4 coords, 8 TLs, 29 yp workers, 4 SI, 3 YCJA and 2 liaison. Training in Eastmain (2), Nemaska (4) and Oujé-Bougoumou (3) and 44 travelling for approx. 2 days.	Varia	\$ 93 720,00

2020-2021	Orientation 4	Executive Management Training & Professional Development	Pimuchteheu	Youth Protection	6	Executive management training and courses to enhance professional development by learning from others successes and failures. It will give insight on the type of organizations, the type of workers and the way in which to maximize their productivity while considering the needs of the organization and the needs of the employees through best practice research and information. Learning about theories and the types of management interventions that would be most effective to real world conditions. It is a positive investment in managers and promotes retention as well as professional development and advancement.	Montreal	\$ 41 200,00
2020-2021	Orientation 2	Annual trainings SW/HRO-community workers	Miyupimaatisiun	DPSAQ - Psycho-Social		This budget will be used by DPSQA Social to allocate to identified priorities in the organization. These potential trainings will be given through annual SW/HRO training week and community worker training depending on the need and the requests from local entities.	TBD	\$ 100 000,00
2020-2021	Orientation 2	On call support training depending on needs (suicidal risk/	Miyupimaatisiun	DPSAQ - Psycho-Social		Specific training for the psychosocial staff on call. Potential training: suicide risk assessment, omega, protective measures, crisis intervention)	TBD	\$ 50 000,00
2020-2021	Orientation 4	Marie-Victorin training	Miyupimaatisiun	DPSAQ - Psycho-Social		College certification in social work for community workers	TBD	\$ 50 000,00
2020-2021	Orientation 4	Foster home training	Miyupimaatisiun	DPSAQ - Psycho-Social		In house training for the Cree Foster Care Resource program. With a focus on overall performance and needs of improvements. Specific training on FH forms, reports, assessments, interview techniques, recruitment, collaboration with service providers and new development (changes). Potential trainings: report writing, stress management, time management, Foster homes support	TBD	\$ 45 000,00