



First Nations Housing
Professionals Association

L'Association des professionnels de
l'habitation des Premières Nations

Supporting First Nations Housing Professionals with Capacity Building Initiatives

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About the First Nations Housing Professionals Association (FNHPA)

- A national not-for-profit, professional association exclusively serving the needs of individuals working for or aspiring to housing management positions with First Nations organizations.
- Committed to expanding housing management capacity for First Nations organizations by:
 - developing, promoting and delivering quality standards.
 - Delivering education and training, and designation,
 - Facilitating communication and knowledge sharing through networking
- The FNHPA offers a Canada wide education program leading to the First Nations Housing Professional (FNHP) designation.
- Making ongoing professional development available to increase FNHPs knowledge and achieve their peak professional growth.

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About FNHMA - Membership

Membership Requirements

To be admitted as a **Candidate** member of FNHPA you must:

- a) Be working in housing or aspiring to be a housing professional; and
- b) Pay the required annual membership dues.

Certified members

Corporate members

*If you are a Cégep Garneau, SAIT or VIU graduate you may be eligible for your 1st year membership to be covered.

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About FNHPA –Membership Benefits

FNHPA members benefit from various programs and services in place and in development such as:

FNHP Designation

Code of Ethics and Standards of Ethical Conduct

Standards for Professional Competencies

Professional Development (workshops and webinars)

***First Nations Housing Management News
(focusing on members, practices and issues)***

Annual Conference and Exhibition

Provincial/Regional Networks

***Research, Information & Networking
(enhanced communications with technology)***

Career Support Services

Members' Directory

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Understanding the Designation

What is an FNHP?



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FNHMA Competency Standards

The FNHP Certification measures the following core competency domains:

1. First Nations Housing, History, Culture and Issues
2. First Nations Housing Construction and Infrastructure Elements
3. Housing Leadership, Plans, Policy and Accountability
4. Management of Housing Programs
5. Client Relations
6. Housing Management Functional Supports
7. Professionalism and Ethics
8. Critical Skills

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FNHMA Competency Standards

Example - <https://fnhpa.ca/housing-professional-competency-standards.html>

1. First Nation Housing, History, Culture and Issues (**Domain**)

1.1 History and Legislation (**Competency**)

- 1.1.1 Understand the history, structure and legislation pertaining to First Nations housing services. (**Knowledge and Skill Indicator**)
- 1.1.2 Understand and be able to incorporate First Nations perspectives in the provision of housing and related services.
- 1.1.3 Understand how legislation and laws influence housing policy and planning.
- 1.1.4 Understand methods for implementing housing policy within the framework of the law, including housing regulations and standards, community development processes and plans, and other implementation techniques.
- 1.1.5 Be able to identify and utilize First Nations community support structures in the provision of housing.



Understanding Competencies

- **Knowledge, Skills and Attitude**
- **Functional**
- **Enabling**



Ethical Standards

- **Code of Conduct**

- Integrity

- keen sense of responsibility
 - conduct themselves honorably, responsibly, ethically, and lawfully;
 - exercise their professional judgment independently and without bias, and;
 - understand and respect First Nations culture and applicable teachings.

- Competent

- Area of practice
 - Apply the competencies

- **Standards of Ethical Conduct**

- Individuals, Organizations, Community and Society, Profession and Self

- **Administration**

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Certification Standards


- **Pathways and Entrance Requirements**
 - **FNHP Course Path (Regular)**
 - **Prior Learning and Recognition (PLAR) Path**
 - Professional Program (Educational Course Requirements, Practical Work Experience Requirements and Professional Examination)
- **Maintenance of Certification - completion of ongoing professional development**




First Nations Housing Professional (FNHP)

Becoming a FNHP can be achieved through two different paths:

1. FNHP Course:

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

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FNHP Courses

1. Courses Required

- FNHP 100 – First Nations Housing and Infrastructure
- FNHP 200 – First Nations Housing Strategy, Policy and Accountability
- FNHP 300 – Management of Housing Programs
- FNHP 400 – Housing Management Functional Supports
- FNHP 500 – Professionalism, Ethics and Critical Skills

Courses started September 2020 and will be offered again in September 2021, or on demand by a private group.



Exemptions



Exemptions for Advanced Standing For The FNHP Designation

Institution	Vancouver Island University	Cégep Garneau	Southern Alberta Institute of Tech.	AFOA Canada	AFOA Canada
Program	First Nations Housing Manager Certificate	ACS Housing Manager Program for First Nation Communities of Quebec	First Nations Housing Mgmt. Program Certificate of Achievement	Certified Aboriginal Financial Manager (CAFM) Designation	Certified Aboriginal Professional Administrator (CAPA) Designation
FNHP-100 First Nations Housing History & Construction	Yes	Yes	Yes		
FNHP-200 First Nations Plans & Policy				Yes	Yes
FNHP-300 Management of Housing Programs	Yes	Yes	Yes		
FNHP-400 Housing Mgmt. Functional Supports	Yes	Yes		Yes	Yes
FNHP-500 Professionalism, Ethics & Critical Skills					Yes



Student Expectation

Each student is required to:

- Read the course material,
- Participate in discussion activities, complete internet research and/or explain best practices and,
- Complete two assignments.

Each student is encouraged to:

- Share your experience, resources and concerns with our on-line community or in-person sessions (when appropriate),
- Read and respond (when appropriate) to other students' posts or discussions,
- Complete the optional quiz at the end of each lesson,
- Ask questions of the facilitator or of each other.



How Grades are Determined

Participation:	20% of your final mark
Assignment One:	30% of your final mark
Assignment two:	50% of your final mark

Utilize all resources including:

- Course itinerary which will keep you on track,
- The Student Information Guide which will assist you in managing your learning,
- Report Writing Guide which gives advice on preparing your assignments,
- Required and Optional readings which can help you to understand the learning objectives.



Reach Out to us if:

- You have a question or concern,
- You need an extension,
- You encounter a technical problem,
- You identify a technical glitch or a mistake in the theory.

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National Professional Exam

- Upon successful completion of the five courses.
- The exam is comprehensive and is based on the competency standards
- Offered twice per year, or when there is a cohort large enough to do one.
- \$500.00 to write the exam
- We offer an exam prep course, which is highly recommended \$750.00



Practical Work Experience

- The practical work experience requires the completion of two years of full time practical experience gained in a First Nations housing management environment.



Prior Learning Assessment and Recognition (PLAR)



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What is PLAR?

- 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.
- The designation standards provide for a PLAR process as an alternative path towards designation as an FNHP.



What is PLAR?

- Knowledge and skills evaluated against the First Nations Housing Professionals Association's Competency Standards.
- Seven or more years of practical housing services management experience gained in an First Nations environment may take the PLAR path to professional certification.
- The PLAR path requires completion of a Portfolio which will be reviewed by assessors.



Applicants for PLAR must:

1. Complete the Competency Self Assessment to assess readiness for PLAR;
2. Review requirements for the PLAR Program;
3. Provide evidence of seven years of practical housing management experience gained in a First Nations environment (Resume, Job Descriptions);
4. Develop and submit a PLAR Portfolio based on the information provided in the PLAR Portfolio Development Guide; and
5. Be aware that there is no guarantee that your portfolio will be approved.



What is a Portfolio?

- A portfolio is a record of your learning from educational, work, training and personal experience.
- It is developed by you to support your claim of competence and credit toward being accepted as a certified member.



What should my portfolio contain?

Some items your portfolio should contain:

- a) A table of contents
- b) A cover letter of introduction and the request for a PLAR review form
- c) A resume that demonstrates the seven years work experience requirement
- d) A completed evidence grid for each of the competencies for which you are seeking advanced standing
- e) Related education and work experience to prove the competencies for which you are applying
- f) Job descriptions
- g) Completed Self-assessment
- h) Other letters of support – two sponsors and verification where applicable



Who assesses my portfolio?

- Experienced professionals with awareness of the competency standards and training.
- Follow a guide and evaluate each submission according to the FNHPA competency standards.
- Look for evidence that the candidate is competent in at least 80% of the FNHPA competencies.



PLAR Pathway

After your PLAR Portfolio is reviewed you may be faced with one of the following options:

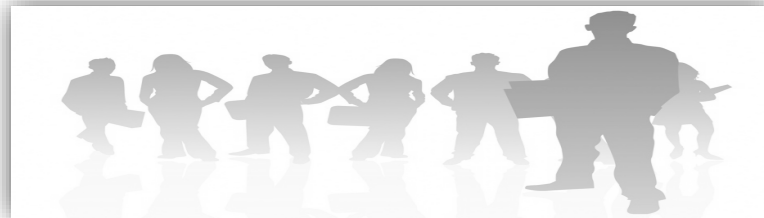
- Your name will be presented to the board for approval
- You will be required to write the professional exam
- You will be required to write the professional exam and complete specific courses



Portfolio Decisions

After the PLAR Portfolio Assessment review:

- Where requirements have not been met, candidates may be required to upgrade by taking courses, getting more experience, or by taking the professional examination, as required, and resubmitting.
- Where requirements have been met and eligibility for designation has been approved, sign an agreement to abide by the Code of Ethics and Standards of Ethical Conduct. Upon receipt of this information, your name will be forwarded to the board for approval.



Please remember...

- Before December 31, 2022, candidates who's portfolio evidence is approved will be exempt from the Professional Examination.
 - After this date, all successful PLAR Candidates will be required to write the Professional Examination.
- The 1st 50 applicants will not have to pay the \$650.00 fee.



Maintenance of Certification (MOC)

- To maintain your FNHP designation, you need to:
 - be a member in good standing with the FNHPA; and
 - meet the Maintenance of Certification (MOC) requirement.
- The MOC requirement requires all FNHPs to engage in 20 hours of continuing professional development each year which must be relevant to First Nations housing management.
- This ensures that FNHPs are up-to-date on the most current First Nations housing management issues and practices.



Questions

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Become a member and stay involved!

Candace Bennett, *FNHP*
Executive Director, FNHPA

candace@fnhpa.ca

613-691-8117

www.fnhpa.ca | info@fnhpa.ca | 613-702-0440 | 1-800-360-6114

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