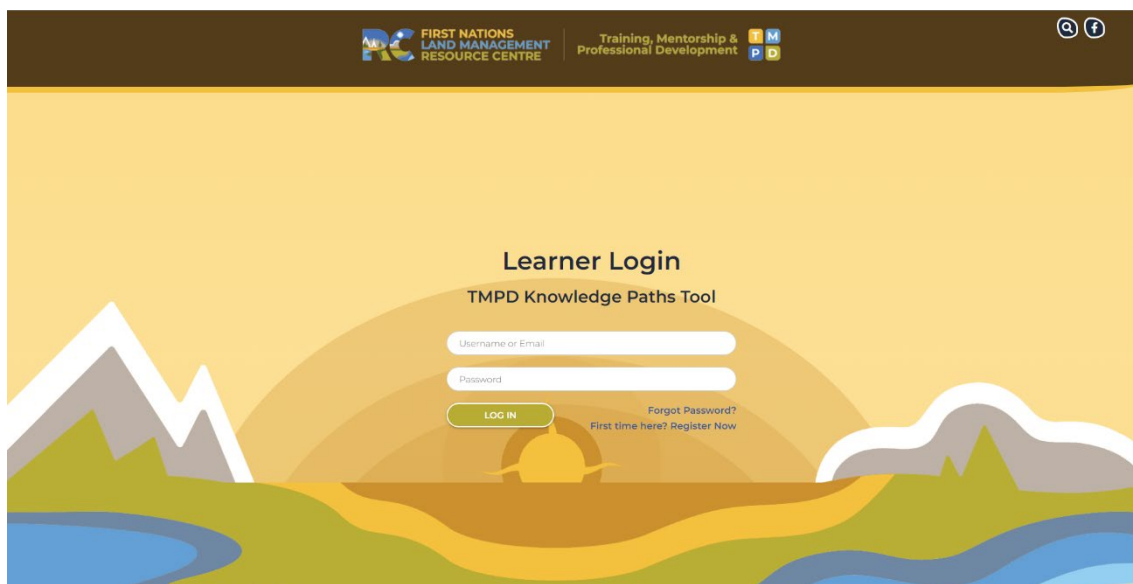




TMPD Knowledge Paths Tool Guidebook





Contents

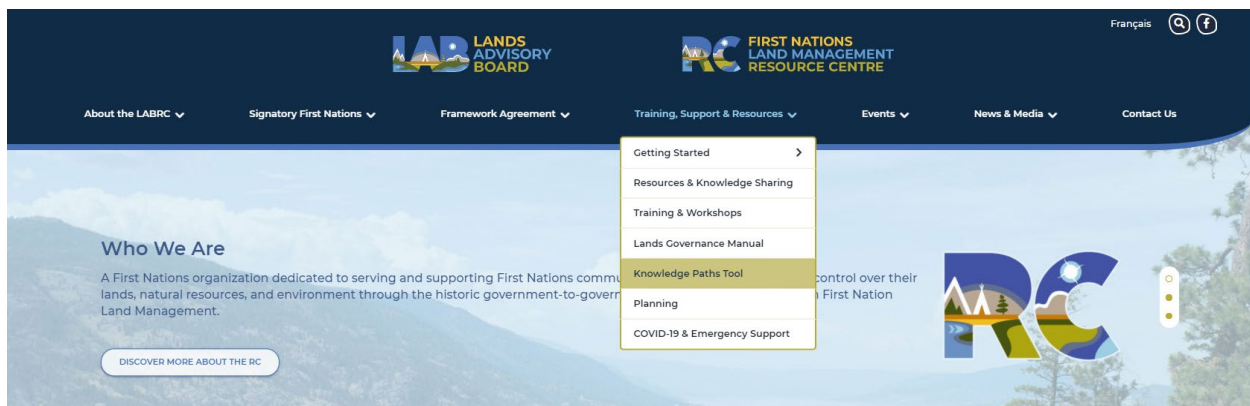
KNOWLEDGE PERSPECTIVES	3
CORE COMPETENCIES	4
KNOWLEDGE ACTIVITIES	5
Workshops & Webinars	5
Online Resources	5
KNOWLEDGE PATHS AUDIENCES	7
KNOWLEDGE PATHS TOOL – HOW TO SET UP YOUR LEARNER PROFILE	8
Learners Registration	8
ENTERING YOUR KNOWLEDGE PATH GOALS.....	9
YOUR KNOWLEDGE PATH GOALS	11
ENTERING YOUR KNOWLEDGE PATH ACTIVITIES	12
SUBMIT EXTERNAL ACTIVITIES.....	13
CERTIFICATES	14

This Guidebook is intended to provide information and instruction on creating your unique learning strategy under the TMPD Knowledge Path Tool. Should you require any assistance in setting up your Knowledge Path Tool, please reach out to the TMPD team.

INTRODUCTION

The Training, Mentorship & Professional Development (TMPD) strategy assists in the implementation of the Framework Agreement on First Nation Land Management (FA) and First Nation Land Codes, aiming to equip Land Governance Directors, Lands Managers & staff, Chiefs and Councils and Community members with the necessary knowledge and tools to carry out governance authority over their reserve lands, resources and environment.

Our newest addition to the TMPD Strategy is the Knowledge Paths Tool which is now available for online registration. Learners can access this tool through our website (labrc.com) to create their own Knowledge Path account. Unfortunately, it is not open to non-signatory members at this time.



The TMPD Knowledge Path is a valuable tool that can be used to identify your training needs and learning goals. This tool can assist you in strengthening your core land governance competencies by supporting growth and advancement in knowledge areas specific to your own community needs.

KNOWLEDGE PERSPECTIVES

Through more than 20 years of extensive research and engagement with Framework Agreement signatory First Nation Lands Governance Directors, Lands Managers and community Chiefs and Councils across Canada, a comprehensive list of land governance functions has been identified as essential to the management and governance of lands, natural resources and environment under a land code.

The land governance functions, while not listed here, can be grouped into three categories. These categories overlap a great deal and consist of the following:

Governance

- Governance refers to the use of formal legislative and political structures that operational First Nations utilize to create, administrate and enforce laws relating to the development, conservation, protection, management, use and possession of First Nation Land.

Compliance

- Is the adherence to specific obligations, recognized authorities and reporting activities of operational communities.

Management

- Management encompasses the day-to-day activity and due diligence of First Nation lands staff required to ensure the appropriate and compliant use, development and protection of reserve lands, resources and environment under a land code.

The overall goal of the TMPD strategy is to provide the skills, competencies and tools necessary for the same lands staff to handle the complex set of lands governance activities, including acceptable standards, best practices, and professional management required under the Framework Agreement and First Nation Land Codes.

Governance, Compliance and Management activities are central to the strategy. To this end, workshops, webinars, online courses, a searchable knowledge repository, a lands governance “app”, a mentorship strategy, and other methods are used to mobilize and deliver knowledge to lands staff, community leadership and members in general.



CORE COMPETENCIES

The key functions of a Land Governance Office have been broken down into 10 core competencies. Each of these core competencies contains a list of key focus areas, which further break-down specific areas of knowledge and understanding within the day-to-day activities and due diligence of a First Nation land governance office.

TMPD offers individual training plans based on the land governance core competencies to assist learners in identifying and prioritizing their training needs and goals. Once identified, we suggest courses and programs that are flexible, skill-specific, practical, to assist learners in filling in knowledge gaps without a need to take time away from the office.

KNOWLEDGE ACTIVITIES

The strategy combines several components offered across different pathways in order to provide training, mentorship and professional development, while providing a flexible and responsive model of delivery. The three key components include:

Workshops & Webinars

- a. Workshops on specific subject areas held regionally (and at times nationally)
- b. Workshops on Land Code Implementation Practices held regionally
- c. Workshops on Community-specific Themes and Needs requested by and held in communities
- d. Webinars on current or new practices

The strategy calls for the delivery of workshops that fall within four categories. These include workshops on specific subject areas held regionally (and at times nationally), regionally held workshops on Land Code Implementation Practices workshops on Community-specific Themes and Needs requested by and held in communities and webinars on current or new practices.

All of the workshops are face-to-face and are held regionally, in rotation, at various degrees of detail, depending on demand. They are customized to FA First Nation needs, with broad themes that vary and are responsive to specific demand. These workshops make use of the other key strategy components, including online content, online courses, the [Lands Governance Manual](#), as well as the expertise of the RC specialized staff and so on. On a case-by-case basis, aspects of these workshops may be appropriate to record and / or web stream for FA First Nations to participate remotely. Pre-workshop preparatory content is made available online and workshop participants are able to access online resources and contribute to the Community of Practice and Support.

In addition to the face-to-face workshop delivery, live and recorded webinars are created, customized for unique local needs. Webinar participants are able to access online content as well as ask questions and participate in real time in live webinar events.

Online Resources

- Lands Governance Manual – a dynamic resource tool for FA communities
- On-line courses – short, self-paced issue-specific courses
- FA specific Toolkits, including information that is developed in accessible language with relevant FA examples
- FA specific online materials that complement community workshops and frequently asked questions.
- Searchable repository for models, successful examples, templates, etc.
- Recorded webinars and other relevant webcast sessions.

There has been much work done to locate, create and curate content and resources, including FA-specific examples of laws, templates, models, case studies and so on, and making these available online. The development of this component is dynamic, with more information added on a regular



basis, depending on specific experiences that FA communities and contributors undergo. Complementing the latter is a set of online tools.

To date, the online resources include the following:

- **Online Courses:** Online Courses are short courses that are continuously created on topics that are informed by the key functions of a Lands Governance Director or a Lands Manager operating under the FA. These courses also have a supporting Workbook as well as supplemental resources that can be used to augment webinar and workshop learning experiences. Courses are reviewed and updated periodically. There are presently approximately 50 online courses available, with several additional ones in development.

Upon completing an online course, you will be asked to complete an online survey. In this survey, you can request that the course be added to your Knowledge Paths Tool. Additionally, once completed, you can add the online courses to your own profile

- **Lands Governance Manual (LGM):** The Lands Governance Manual is a resource tool for Operational First Nations. It provides extensive documentation, process support and guidance. It is available electronically, in printer-friendly format for lands staff to print for reference as required. It plays a central role in the workshops and webinars and is regularly updated and refined based on First Nation successes, challenges and needs. It is accessible through an online “APP”.
- **Knowledge Repository:** A searchable repository of examples, cases, templates, recorded webinars and other tools is available to support Operational First Nations. The ability to host online courses and sub sections of the LGM in a searchable, electronic manner is central to the design philosophy of the strategy.

2. Mentorship, Community of Practice and Support

- a. Access to RC expertise for advice and support services
- b. Mentoring by RC experts and Operational community representatives
- c. Access to LAB Directors
- d. Community to Community learning facilitation

The FA First Nation Community of Practice and Support enables RC staff, Lands Governance Directors, Lands Managers, Lands staff, Chief and Council, and Lands Committee members to connect, discuss, share, learn and support each other. It is cultivated through FA First Nation participation in the strategy’s knowledge paths, including the Think Tank sessions, focus groups, and workshops. It enhances and complements the workshops and online experiences such as webinars to extend discussions beyond ‘timed events’. The Mentorship and Community of Practice is supported and facilitated by the RC staff.

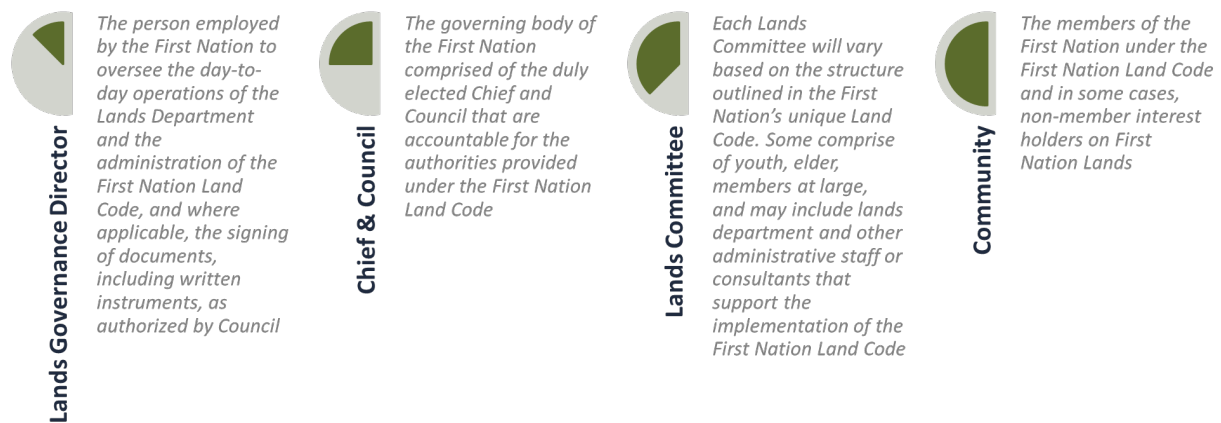
Each of the three key components is offered to allow for the strategy to address the different needs and FA specific requirements of users, all depending on community challenges. The strategy has been

created in a manner that enables the adaptive use of a variety of tools, depending upon the purpose and audience involved. On demand themes, flexibility, responsiveness and very broad access are key features.

Workshops	Online Resources	Mentorship, Community of Practice and Support
<ul style="list-style-type: none"> • Specific subject areas • Land Code Implementation Practices • Community-specific Themes and Needs • Current or new practices 	<ul style="list-style-type: none"> • Land Governance Manual • Online Courses • Knowledge Repository • FA specific toolkits • FA specific online materials • Recorded webcast sessions 	<ul style="list-style-type: none"> • Access to RC expertise for advice and support services • Mentoring by RC experts and Operational community representatives • Access to LAB Directors

KNOWLEDGE PATHS AUDIENCES

One of the key considerations of the TMPD strategy is the ability to reach, inform, educate and support the various intended audiences involved in FA First Nation communities. The approach has been developed using a knowledge mobilization strategy that allows signatory communities to build knowledge and share successes and effective governance approaches over their lands, resources and environment.



There are four main audiences addressed by this capacity building approach:

Lands Governance Director

All of the TMPD strategy components are directly aimed at the Lands Governance Directors and/or Lands Managers. Within each component, the emphasis is on how the FA affects the various areas of lands governance in the communities, as well as the roles and responsibilities that a Land Governance Director or Lands Manager might have in relation to the FA. More FA related fundamentals are provided in this pathway, as well as technical training and skill development.

Chief & Council

This set of learning opportunities is considered important for Chief and Council, depending on the communities' governance structure. These are typically completed via face-to-face community workshops and webinars that are customized for the unique needs of each community and delivered in the community by RC expert staff.

Lands Committee

This pathway is targeted at the Lands Committee, which may also include lands department and other administrative staff. Depending on specific community needs, these may be face-to-face workshops, a series of webinars that are customized for the unique needs of each community. All are delivered in the community by RC expert staff.

Community

These are typically face-to-face or virtual workshops that can be customized for the unique needs of each community and are delivered in the community by RC staff to support Land Code development and implementation.

All Audiences have access to and are supported with free online resources including: Online Courses, LGM, Knowledge Repository including webinar/workshops resources and toolkits

KNOWLEDGE PATHS TOOL – HOW TO SET UP YOUR LEARNER PROFILE

Learners Registration

This Knowledge Paths Tool will assist you in developing your own learning strategy with the TMPD.

From the website drop down list, you can access the TMPD Knowledge Paths Tool. You can create your own username and password from the access page. If you happen to forget your password, you can always click on “forgot password?” and an automatic email will be generated for you to reset your password. We encourage all signatory land staff to take the steps in creating your learner profile.



NOTE: Please ensure that you use a unique (or personal) email to set up your account. Your unique email will be tied to your individual learning activities.



Once you're in the system you will be asked to add Account Information – fill in your details:

- Name
- Position/Title
- Community/First Nation
- Street Address, City, Prov, Postal Code
- Work & Cell Phone numbers

Account Credentials – choose:

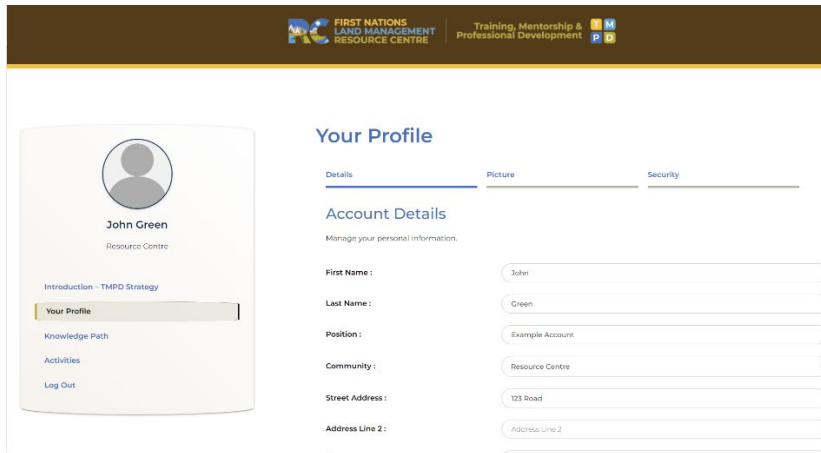
- Preferred work/personal email
- Strong password that contains 8 to 16 characters, a combination of letters, and at least one number or symbol

Once complete you can access and update your user profile at any time to make updates to:

- Account Details
- Add profile picture for best results use the image under 2 megabytes
- Update your password

ENTERING YOUR KNOWLEDGE PATH GOALS

The TMPD Knowledge Path is a valuable tool that can be used to inform, expand, and support your learning goals. Identify your learning needs to strengthen your core land governance competencies that lead to the growth and advancement in your knowledge, successes and effective governance approaches over your community lands and resources.

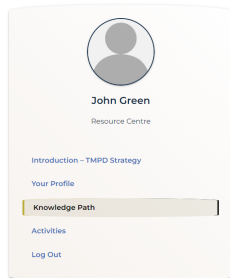


From the left-side menu (where you will see your profile), click on “Knowledge Path”. From there, you will be prompted to add your goal(s).





You will then be prompted to complete reflection questions and goals. Feel free to be as specific and detailed as you would like.



Your Knowledge Path

The TMPD Knowledge Path is a valuable tool that can be used to inform, expand and support your learning goals. Identify your learning needs to strengthen your core land governance competencies that lead to the growth and advancement in your knowledge, successes and effective governance approaches over your community lands and resources.

Once complete, save your Knowledge Path as a PDF, print it, or email it to yourself for later reference.

Land Governance Professional Reflections	Identification of Training and Professional Development Needs	Establishment of Land Governance Knowledge Goals	My goals are related to the following Knowledge Paths	What types of Knowledge activities could assist me in achieving the goals I have set?
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Land Governance Professional Reflections

What training and professional development knowledge do I need to support my community's land governance objectives?

What training and professional development knowledge do I need to advance my own career?

Once complete, save your Knowledge Path as a PDF, print it, or email it to yourself for later reference. You can view your goals anytime by logging into your account.

Feel free to use the next section to brainstorm your personal reflections before entering into the KPT web App.

YOUR KNOWLEDGE PATH GOALS

Land Governance Professional Reflections

What training and professional development knowledge do I need to support my community's land governance objectives?

What training and professional development knowledge do I need to advance my own career?

Identification of Training and Professional Development Needs

Based on my reflections, I feel my training and professional development needs are:

Goal 1

Goal 2



Establishment of Land Governance Knowledge Goals

Based on my training and professional development needs what goals am I setting for myself over the next year?

Goal 1

Goal 2

My goals are related to the following Knowledge Paths:

Land Governance Perspective

Goal 1

Knowledge Focus Area

Goal 1

Learning Component

Goal 1

What types of knowledge activities could assist me in achieving the goals I have set?

Organized Activities

Goal 1

Independent Activities

Goal 1

Please state :

Goal 1

ENTERING YOUR KNOWLEDGE PATH ACTIVITIES

The Resource Centre is committed to assist operational communities in identifying their priorities, needs, and work planning for the successful implementation of their Land Code. With our TMPD Strategy, signatories have access to meaningful content intended to strengthen staff development in the field of land governance under the FA Learners can create their own Knowledge Path account under the TMPD strategy, non-signatory members are not available at this time.

The final date for reporting Knowledge Path Activities for the calendar year is May 15.

- View your activities, print report and/or TMPD certificate where applicable
- Add & Edit activities to build up on your Knowledge Path

Through TMPD Events we can connect your activities as far back as the LGM Think Tank sessions that started in Fall/Winter of 2016.

You can add or view activities by clicking in “Activities” from the side menu. To add an activity, simple click on “Add Activity” and click on “View Activities” to see the good work that you’ve been doing.

Your Activities

The Resource Centre is committed to assist operational communities in identifying their priorities, needs, and work planning for the successful implementation of their Land Code. With our TMPD Strategy, signatories have access to meaningful content intended to strengthen staff development in the field of land governance under the Framework Agreement.

Learners can create their own Knowledge Path account under the TMPD strategy, non-signatory members are not available at this time.

The final date for reporting Knowledge Path Activities for the calendar year is May 15.

[+ ADD ACTIVITY](#) [VIEW ACTIVITIES](#)

Edit Activities:

2022 [PRINT](#) [PDF](#)

Description of Knowledge Path Activity	Activity Date	Learning Unit Type	Certificate
Protecting Environment & Cultural Resources under the Framework Agreement	07/06/2021	Attendance at RC-TMPD Workshop	P D
FNP55 - Records & Information Management	06/23/2022	N/A	
Introduction to the Framework Agreement	06/22/2022	Completion of RC-TMPD online courses	P D
Climate Change 101	06/22/2022	Completion of RC-TMPD online courses	P D
Introduction to the Developmental Phase	06/22/2022	Completion of RC-TMPD online courses	P D
Land Development Procedures, Public Works & Infrastructure under Land Code	06/10/2021	Attendance at RC-TMPD Workshop	P D
Land Governance Officer: Considerations for Operational start up & implementation of land code	05/10/2022	Attendance at RC-TMPD Webinars	P D
Introduction to the New LABRC National Land Registry	05/06/2021	Attendance at RC-TMPD Workshop	P D
Records management & Data Governance Considerations under Land Code	02/10/2022	Attendance at RC-TMPD Webinars	P D
First Nation Land Registry Fundamentals for the Clerk user	01/13/2022	Attendance at RC-TMPD Webinars	P D

SUBMIT EXTERNAL ACTIVITIES

1. Description of Knowledge Path Activity
2. Activity Date
3. Learning Unit Type

Add Knowledge Path Activity

Description of Knowledge Path Activity*

Year to Apply Activity to*

Activity Date*

Learning Units*

Learning Unit Type*

Learning Unit Type - Organized Activities

- N/A
- Attendance at RC-TMPD Workshop (submitted by TMPD)
- Attendance at RC-TMPD Webinars (submitted by TMPD)
- Completion of RC-TMPD online courses
- Direct RC-TMPD Support
- Attendance at formal courses (incl. distance learning)
- Research, writing or editing Land Governance policy and procedures in the RC-TMPD Knowledge Repository
- Other (TBD)

Learning Unit Type - Independent Activities

- N/A
- Working directly with a knowledge keeper
- Developing a TUS/TEK study
- Working directly with consultants on land projects
- Critical readings of relevant papers, Land Governance Manual chapters or other publications (TBD)
- Participating on lands committees
- Participation in advisory boards or other committees
- Participation in site visits or field study
- Volunteering as a mentor
- Preparation, presentation of material for workshops (TMPD or other), seminars, conferences and sessions
- Attendance at other land related workshops
- Other (TBD)

CERTIFICATES

The organized Knowledge Path Activities you have for the RC will be given certificates:

- KNOWLEDGE SHARING RECOGNITION CERTIFICATE for your contribution to the Workshops
- VIRTUAL NETWORKING CERTIFICATE for your participation in the Webinars
- CERTIFICATE OF COMPLETION for the completion of Online Courses



If you need any assistance in setting up your personal Knowledge Path, please contact:

	<p>Angie Derrickson TMPD Manager aderrickson@labrc.com</p>		<p>Lise Steele TMPD Coordinator lsteele@labrc.com</p>		<p>Leana Farlam TMPD Specialist lfarlam@labrc.com</p>
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