



**COASTAL  
FIRST NATIONS**  
GREAT BEAR INITIATIVE

# Resilience Climate Adaptation Network

Training Scan

# Table of Contents

<b>Purpose</b>	<b>3</b>
Why this Document was Created	4
Acknowledgements	4
<b>Approach</b>	<b>5</b>
Initial Scan (2023)	6
Updated Scan (2025)	6
Selection Criteria and Document Layout	6
<b>Training Resources</b>	<b>7</b>
<b>Indigenous Resources</b>	<b>8</b>
<b>Training Programs</b>	<b>18</b>
<i>Indigenous-led Training Programs</i>	19
<i>Western Training Programs</i>	23
<i>University/College Training Programs</i>	24
<i>Professional Skills Training Programs</i>	35
Resources Not Included	37
<b>Training Scan Results</b>	<b>38</b>
Overview of Best Practices	39
Training Challenges for First Nations Communities	40
Recommendations for Appropriate and Effective Adaptation Training for Indigenous Communities	40

# Purpose



This training scan summarizes available resources and training programs for Indigenous climate adaptation with a geographic focus in or near British Columbia. The purpose of this training scan overview is to highlight current training and resource offerings and gaps applicable to the Resilience Climate Action Network (RCAN). This will guide the development of targeted resources for First Nations communities seeking to further their knowledge in climate adaptation.

## WHY THIS DOCUMENT WAS CREATED

The RCAN program, co-led by Coastal First Nations-Great Bear Initiative (CFN-GBI) and the First Nations' Emergency Services Society (FNESS), aims to support Indigenous capacity to protect their communities, territories, culture, health and wellbeing from the impacts of climate change. CFN-GBI is leading and supporting this work through two key action streams:

- 1. Developing resources and training** to support the capacity development of First Nations climate resilience in B.C.
- 2. Leading and establishing a province-wide resilience network** that promotes opportunities for First Nations to learn from each other through peer-to-peer learning, collaboration, and partnerships.

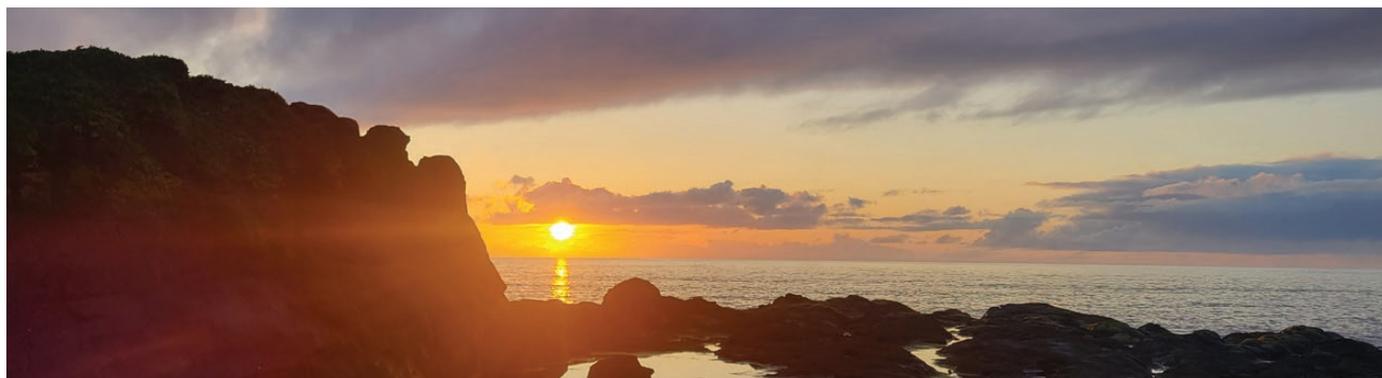
This program will demonstrate an effective model for increasing the climate resilience of Indigenous communities and organizations through Indigenous-led action.

Education and training are a primary way RCAN supports First Nations communities across B.C. It is important to understand the landscape of available offerings to amplify their reach, understand what gaps remain, and determine how to build on existing resources.

## ACKNOWLEDGEMENTS

In conducting this scan of existing trainings and resources, we recognize the breadth and depth of work being done by First Nations and non-Indigenous partner organizations alike to build capacity and uplift Indigenous climate resilience. We acknowledge these strengths, and we are grateful for the work underway in this space.

We would also like to acknowledge the First Nations and non-Indigenous climate leaders who generously contributed their time and expertise by participating in research interviews to support this training content scan. In sharing their experiences with existing trainings and resources, these leaders helped build out the included resources and trainings and supported the development of criteria and recommendations for future Indigenous climate resilience trainings. We are grateful for their contributions.



# Approach



## INITIAL SCAN (2023)

In 2023, we conducted a desktop scan of available training programs related to Indigenous climate adaptation and conducted interviews with various people with experience in this area. Desktop scan findings were organized in a spreadsheet and separated into three tabs:

- Resources
- Training
- Non-Indigenous resources/training

The resources section highlights resources on Indigenous climate adaptation, such as toolkits, webinar series, working groups, informational materials, action plans, vulnerability assessments, guidebooks, etc. The training section focuses on available trainings on Indigenous climate adaptation. The non-Indigenous section focuses on climate adaptation resources and training programs that are not focused on Indigenous Peoples but could be modified to have an Indigenous focus.

## UPDATED SCAN (2025)

In 2025, we updated and deepened the initial scan (2023) with further resources and trainings relevant to the evolving program scope. The 2025 scan was organized in a separate spreadsheet and separated into three tabs:

- Resources and Toolkits
- Free Trainings
- Paid Trainings

The following report summarizes the key findings of both (2023 and 2025) scans.

## SELECTION CRITERIA AND DOCUMENT LAYOUT

Throughout both scans, resources were selected for inclusion based on the following criteria, as informed by the 2023 interviews:

- Culturally sensitive
- Inclusion of both Indigenous and western knowledge systems
- Specific to climate adaptation
- Actionable in the B.C. context
- Flexible/open source



# Training Resources



This section highlights resources and training programs that may be appropriate for members of First Nations communities or staff involved in climate adaptation (e.g., sustainability managers, climate coordinators, etc.). The findings draw from both the interviews and desktop research (2023 and 2025). High-level information and key features are included for each resource.

## INDIGENOUS RESOURCES

This section includes resources that may be considered by First Nations communities and climate coordinators interested in deepening their knowledge and skills related to climate adaptation. The resources include toolkits, websites with databases and libraries, guidebooks, and more. All the resources in this section are free and publicly available online.



This section includes resources that may be considered by First Nations communities and climate coordinators interested in deepening their knowledge and skills related to climate adaptation. The resources include toolkits, websites with databases and libraries, guidebooks, and more. All the resources in this section are free and publicly available online.

**Key topics outlined in the guidebooks:**

- Starting the Planning Process
- Climate Change Impacts in the Community
- Identifying Community Sustainability and Climate Change Vulnerabilities
- Identifying Solutions
- Taking Adaptive Action
- Monitoring Progress and Change

<b>Cost</b>	<b>Free</b>
<b>Access</b>	<b>Open source, online</b>
<b>Development timeframe</b>	<b>2020</b>
<b>Geography of content</b>	<b>Canada</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>All First Nations, Inuit, and Métis individuals and communities</b>

**Key Features**

- Flexibility with guidebooks by topic
- Supports communities at all stages of adaptation planning process
- Produced by an Indigenous-directed organization
- Has additional workbook to increase cultural relevance and centre Indigenous languages



This toolkit outlines step-by-step how to conduct a climate adaptation plan. This resource could be used to inspire a similar resource for the B.C. context that could be used by communities in guiding best practices for adaptation planning from Indigenous perspectives.

Cost	Free
Access	Open source, online
Development timeframe	2011
Geography of content	Nunavut
Eligibility criteria	Open
Intended audience	Nunavut communities

**The key steps outlined in the toolkit are as follows:**

- Getting started: Initiating the process; local champion; time required; agreement; and communication
- Building climate change knowledge: Scientific knowledge; community knowledge; Elder knowledge; and the three pillars (Elder knowledge, science, and community knowledge)
- Preparing the plan: Climate change knowledge; priority risks and opportunities; action planning; draft CCAP; final CCAP; and distribution
- Approving the plan: Plan approval; implementation strategy; who does what; and budget integration
- Monitoring and review: Key indicators; milestones; reporting; and reviewing the plan

**Key Features**

- Comprehensive
- Can be used by communities at all stages of adaptation planning process
- Specific to creating an Adaptation Plan
- Developed specifically for Nunavut, and includes Nunavut-specific information, though information is broadly applicable



The Tribal Climate Adaptation Guidebook highlights exemplary Tribal efforts in a comprehensive climate adaptation framework that recognizes the distinct circumstances of Tribal governments, cultures, and knowledge systems.

**Resources and education materials are included for the following categories:**

- Considerations for including and protecting Indigenous Knowledges throughout adaptation planning processes
- External resources and examples that provide context and additional guidance on the adaptation planning process
- Examples from Tribal climate initiatives across the United States relevant to specific activities within the climate adaptation planning framework

<b>Cost</b>	<b>Free</b>
<b>Access</b>	<b>Open source, online</b>
<b>Development timeframe</b>	<b>Ongoing updates</b>
<b>Geography of content</b>	<b>United States</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>Tribal governments</b>

**Key Features**

- Indigenous and adaptation specific
- Can be used by communities at all stages of adaptation planning process



Up North on Climate has produced a variety of tools to support northern communities plan and implement adaptation projects. Two of the resources, the [Adaptation Framework](#) and the [Adaptation Framework Roadmap](#), aim to help professionals in First Nation communities or Tribal Councils.

**The Framework and Roadmap organize information into 5 major steps:**

- Set the groundwork
- Climate change in the community
- Adaptation workshop
- Moving into action
- Assessment

Other helpful resources include “Quick Guides” with illustrations that present climate change impacts and possible adaptation options, worksheets to compare options and local climate impacts, and a questionnaire for interviewing Elders and community members on their observations. Most of these resources have been co-developed with the Partnership for Indigenous Climate Change Adaptation (PICCA), a collaboration between Indigenous and non-Indigenous groups with the goal of addressing climate change challenges faced by Indigenous communities.

<b>Cost</b>	<b>Free</b>
<b>Access</b>	<b>Open source, online</b>
<b>Development timeframe</b>	<b>2021–2022</b>
<b>Geography of content</b>	<b>Northern Ontario First Nations Communities</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>First Nations communities</b>

**Key Features**

- Can be used by communities at all stages of adaptation planning process
- Co-developed with Indigenous partners
- Resources developed specifically for northern Ontario communities though information is broadly applicable



The Adaptation Planning Framework is the product of a 3-year collaboration between the Chippewas of Georgina Island First Nation and the Ontario Centre for Climate Impacts and Adaptation Resources (OCCIAR). The Framework covers: (1) defining a methodology to collect Traditional Ecological Knowledge (TEK) for identifying climate risks and vulnerabilities, (2) how vulnerabilities will be compared to western science assessments of watershed vulnerability, (3) prioritizing climate risks perceived by the community, (4) sharing results with the community, (5) building a process to collect and prioritize adaptation recommendations, and (6) implementation.

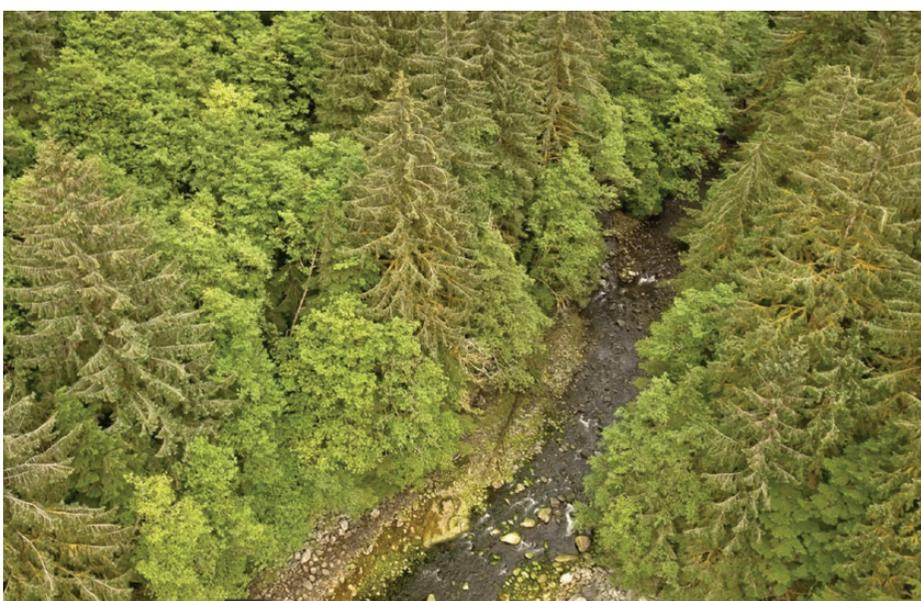
**The Framework has a seven-step process that includes:**

- Let’s get started and gather data
- Current vulnerability and prioritize future risk
- Identify adaptation actions, implement adaptation actions, and monitor progress

<b>Cost</b>	<b>Free</b>
<b>Access</b>	<b>Open source, online</b>
<b>Development timeframe</b>	<b>2015</b>
<b>Geography of content</b>	<b>Chippewas of Georgina Island First Nation Reserve, Ontario</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>Chippewas of Georgina Island First Nation Reserve; relevant to other First Nations</b>

**Key Features**

- Can be used by communities at all stages of adaptation planning process
- Co-developed with and for Indigenous community
- Resources developed specifically for the Chippewas of Georgina Island, though information is broadly applicable



The Indigenous Climate Monitoring Toolkit, created by the First Peoples Group, was developed to support Indigenous Peoples in Canada with planning, implementing, or expanding community-based climate monitoring projects. It supports a variety of approaches to monitoring climate and climate impacts including Indigenous Knowledge Systems, western science, and co-production of knowledge. There is also a [projects map](#) that shows Indigenous-led climate monitoring projects across Canada.

<b>Cost</b>	<b>Free</b>
<b>Access</b>	<b>Open source, online</b>
<b>Development timeframe</b>	<b>Toolkit: 2023; ongoing updates for other tools</b>
<b>Geography of content</b>	<b>Across Canada</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>All First Nations, Inuit, and Métis individuals and communities</b>

**Key Features**

- Diverse perspectives
- Indigenous-led
- Uses “ethical space” framework for collaboration between knowledge systems

**The toolkit has three main sections:**

- Step-by-step guidance for community-based monitoring projects (“Steps”)
- Examples from Indigenous communities and organizations who have implemented community-based climate monitoring projects (“Stories”)
- Links to key resources related to climate monitoring and adaptation (“Resources”)



The Indigenous Climate Hub is a platform designed by Indigenous Peoples for Indigenous Peoples across Canada to share their climate change experiences and stories. It provides access to resources and tools to help monitor and adapt to our ever-changing climate. The platform serves as a central hub for Indigenous climate change leaders working on similar challenges, fostering collaboration, and the exchange of knowledge and experiences.

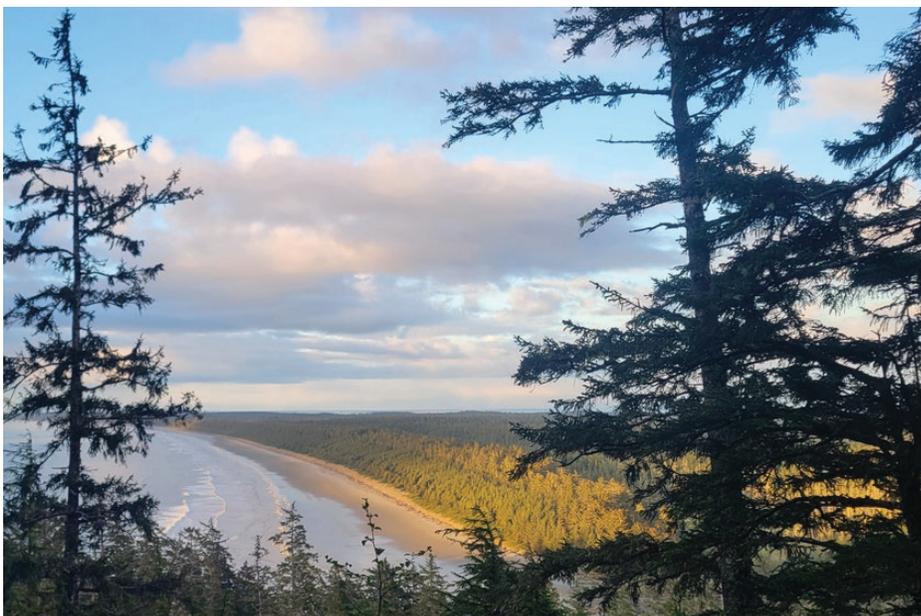
**The Hub includes:**

- A [resource library](#), that has a comprehensive global catalogue featuring organizations, articles, and other multimedia on climate change
- A [repository](#) of climate adaptation projects (Canada-wide)
- Indigenous Climate Hub Podcast (launching Spring 2025)

<b>Cost</b>	<b>Free</b>
<b>Access</b>	<b>Open source, online</b>
<b>Development timeframe</b>	<b>Ongoing updates</b>
<b>Geography of content</b>	<b>Across Canada</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>All First Nations, Inuit, and Métis individuals and communities</b>

**Key Features**

- Extensive resource library
- Diverse perspectives
- Good at connecting to existing work and related networks
- Emerging repository with new resources being added frequently



Climate Atlas of Canada has put together an Indigenous Knowledges section of climate resources on their website. This section is divided into resources for First Nations, Inuit, and Métis. Many interview participants recommended this resource as it provides Indigenous perspectives on climate change adaptation. [Educator Resources](#) for Climate Atlas exist, but are mainly focused on western approaches and perspectives.

**Key tools outlined in this resource include:**

- Webinars
- Case study examples (videos, articles, etc.)
- Indigenous Knowledges and western science
- Interactive Indigenous climate change maps

<b>Cost</b>	<b>Free</b>
<b>Access</b>	<b>Open source, online</b>
<b>Development timeframe</b>	<b>Ongoing updates</b>
<b>Geography of content</b>	<b>Across Canada</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>All First Nations, Inuit, and Métis individuals and communities</b>

**Key Features**

- Knowledges specific to First Nations, Inuit, and Métis Peoples
- Highlights storytelling and firsthand accounts of Indigenous perspectives
- Interactive modelling/mapping tools



## The Resilience Institute Programming

The Resilience Institute is a transdisciplinary organization focused on minimizing suffering caused by climate impacts through research, participatory education, weaving knowledge systems, and inspiring transformative change. As of spring 2025, the Institute is offering a course, titled “What does Resilience Mean Anyway?”, which offers an introduction to resilience.

**Many of their projects are related to climate change initiatives, and a few relevant resources include:**

- [Strengthening Climate Resilience in the Piikani Nation](#): supports community member participation in strategies that increase skills and capacity to further develop and implement plans to address climate impacts (Alberta, no date)
- [Fire with Fire](#): multi-partner initiative aimed at building capacity for climate adaptation by braiding Indigenous, local, and scientific knowledge (Alberta, 2019–2021)
- [Bringing Brother Buffalo Home](#): initiative to build capacity and plan for the reintroduction of buffalo to the Mistawasis Nêhiyawak First Nation community in Treaty 6 (Saskatchewan, 2024–2025)

Cost	Free
Access	Open source, online
Development timeframe	Variety
Geography of content	Across Canada
Eligibility criteria	Open
Intended audience	Small, rural, and Indigenous communities

### Key Features

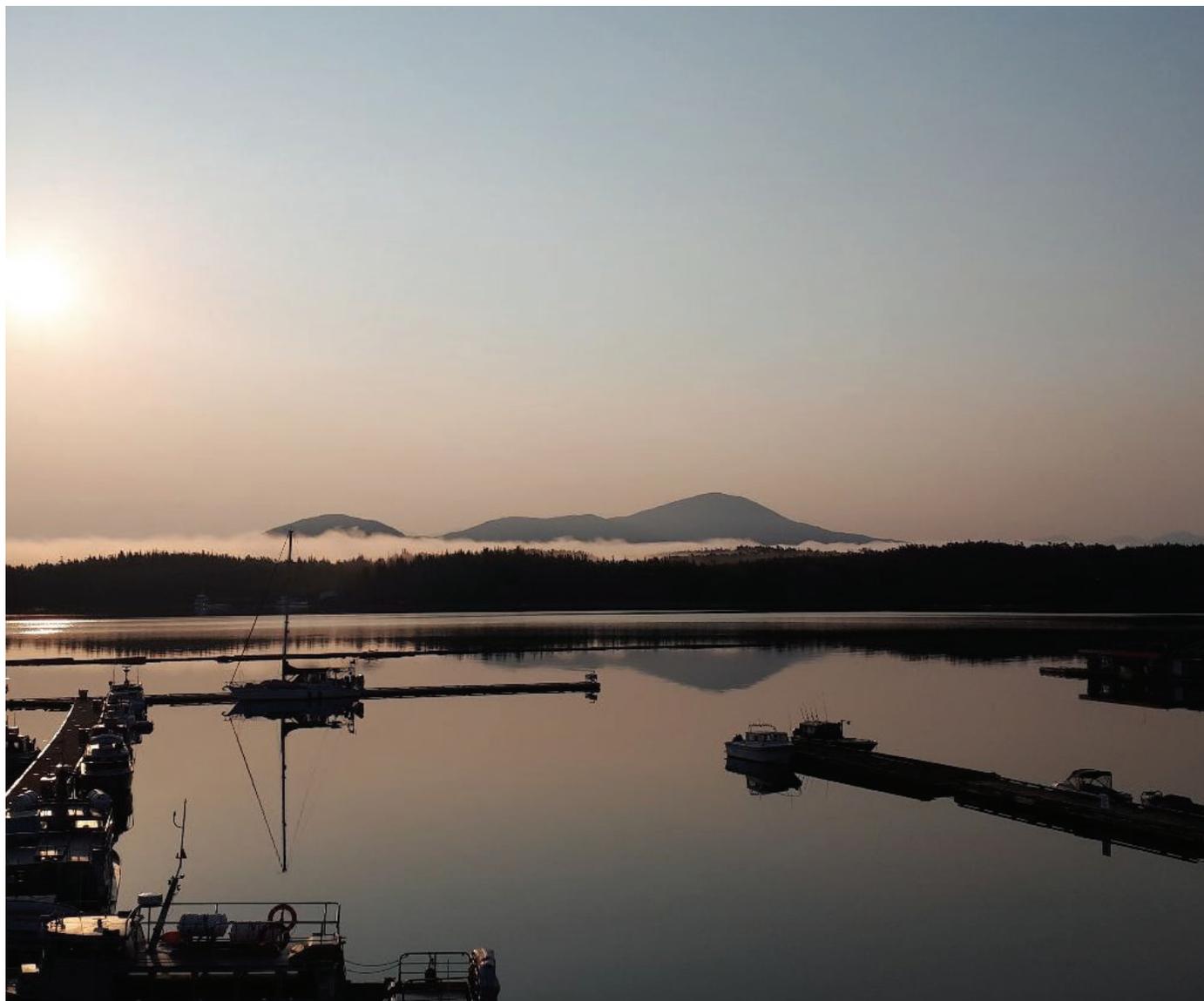
- Co-developed with Indigenous partners
- Specific applied adaptation examples
- Applicable to a broad audience



## TRAINING PROGRAMS

The following section outlines training programs identified through the interviews and environmental scans.

- Indigenous-led Training Programs are programs designed for Indigenous communities that coordinators and communities might find relevant and suitable to supporting climate adaptation work.
- University/College Programs are courses available through accredited B.C. universities. They offer general education on climate adaptation.
- Professional Training Programs are general professional skill development programs, including computer literacy, grant writing, climate data analysis, and project management. These are topics generally relevant to climate coordinators. These examples are not exhaustive of available offerings.



## Indigenous-led Training Programs

### BEAHR Indigenous Training Program | ECO Canada

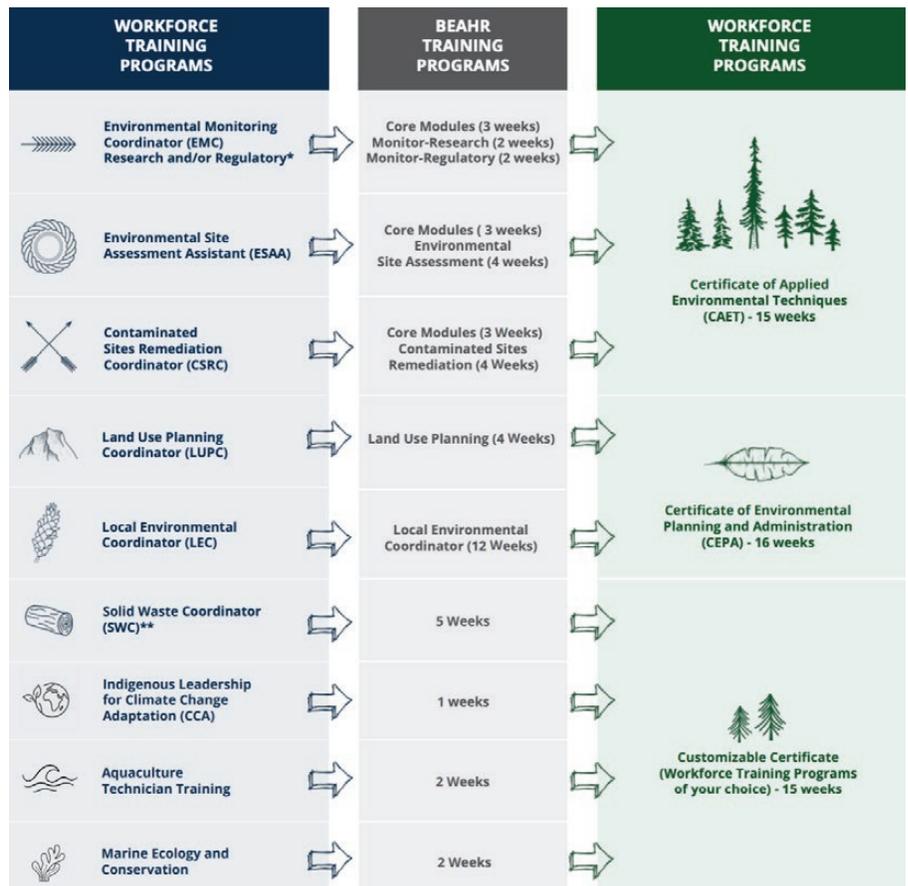
BEAHR Indigenous training programs are designed for First Nations, Métis, and Inuit communities across Canada and adaptable to suit community needs. They can accommodate various requests including delivery location, instructor preference, class size, and time provided to complete the required modules. The two-step approach to environmental work weaves Indigenous and western perspectives together.

There are 13 training programs that offer certification for Applied Environmental Techniques, Environmental Planning and Administration, or a customized workforce training program. One of the training programs, Climate Change Adaptation, is focused on:

- Understanding impacts of climate change on their local Nation
- Analyzing vulnerabilities and risks surrounding their community due to climate change
- Identifying tools needed to build community resilience in the face of climate change
- Building a framework for local adaptation planning

The trainer for the program is required to be BEAHR-certified and hired by ECO Canada. BEAHR certification is easy to obtain by completing a required BEAHR course.

<b>Cost</b>	<b>\$12,000–\$15,000/week (variable, depends on number of participants, level of customization)</b>
<b>Access</b>	<b>Booking through ECO Canada BEAHR</b>
<b>Development timeframe</b>	<b>Ongoing updates</b>
<b>Geography of content</b>	<b>Across Canada, tailored to communities</b>
<b>Eligibility criteria</b>	<b>All First Nations, Inuit, and Métis communities</b>
<b>Intended audience</b>	<b>All First Nations, Inuit, and Métis communities</b>





The following 12 certified programs can be completely changed or modified depending on the needs of the community:

Environmental Core Skills	Environmental Monitoring Coordinator, Regulatory Specialization	Environmental Monitoring Coordinator, Research Specialization
Environmental Site Assessment Assistant	Marine Ecology and Conservation	Aquaculture Technician Training
Contaminated Sites Remediation Coordinator	Reclamation Specialization	Local Environmental Coordinator
Solid Waste Coordinator	Leadership in Energy Management	Land Use Planning

Communities and industry usually combine multiple courses together to build specialized skillsets among Indigenous youth to prepare them for various employment opportunities across many environmental sectors.

**Key Features**

- Very customizable/flexible
- Works in and with the community
- Indigenous-led
- ECO Canada organizes everything
- Variable lengths (weeks to months in duration)
- Leads to professional certification

Indigenous Climate Action runs a three-day Climate Leadership Program based on the [Indigenous Climate Action Toolkit](#). The toolkit has several objectives:

- Support Indigenous people to be climate change experts
- Support communities to develop regionally relevant and effective climate strategies
- Actualize Indigenous rights
- Centre Indigenous Knowledge and Systems
- Build a network of Indigenous-led climate change experts and strategies

This training program can be run by employees at Indigenous Climate Action (ICA), or you can take the toolkit and course curriculum, make it your own, and teach it. If ICA were to give the course, it would be free to Indigenous communities, and they would cover missed wages, pay hourly for community members to attend (if requested or needed), and cover participants' daily childcare. ICA provided us with their training program guide and all resources used throughout the three days. The training material can be found [here](#).

The community training program includes 3 training days:

- Day 1: Indigenous Knowledge
- Day 2: Climate Science
- Day 3: Climate Solutions

<b>Cost</b>	<b>Free for Indigenous communities, with compensation available</b>
<b>Access</b>	<b>Booking through ICA</b>
<b>Development timeframe</b>	<b>2016 onwards</b>
<b>Geography of content</b>	<b>Across Canada, tailored to communities</b>
<b>Eligibility criteria</b>	<ul style="list-style-type: none"> <li>• <b>Self-identify as Indigenous</b></li> <li>• <b>Have a strong desire to create positive change in your community/organization</b></li> <li>• <b>Be located on Turtle Island</b></li> <li>• <b>Be 18 years or older</b></li> <li>• <b>Be open to hosting a workshop in your community/organization</b></li> </ul>
<b>Intended audience</b>	<b>All First Nations, Inuit, and Métis individuals and communities</b>

**Key Features**

- Very customizable/flexible
- Works in and with the community
- Indigenous-led
- Prioritizes Indigenous Knowledge
- Can be taught both by ICA and/or internally
- Flexibility on content and topics
- Focuses on climate justice

## **FNESS Training Programs**

First Nations' Emergency Services Society (FNESS) offers training in mitigation, recovery and emergency support, fire services, decision support, preparedness and responses, and administration.

<b>Cost</b>	<b>Free</b>
<b>Access</b>	<b>Booking through FNESS</b>
<b>Development timeframe</b>	--
<b>Geography of content</b>	<b>British Columbia</b>
<b>Eligibility criteria</b>	<b>First Nations communities in B.C.</b>
<b>Intended audience</b>	<b>First Nations communities in B.C.</b>

### **Key Features**

- In community training
- Diversity of emergency management training types
- Indigenous-led
- Focuses on mitigation, recovery and emergency support, fire services, decision support, preparedness and responses, and administration



**Climate Insights Course** | Pacific Institute for Climate Solutions (PICS)

The Pacific Institute for Climate Solutions (PICS) Climate Insights Course is a free, publicly available course, that is self-paced and interactive. It has 4 e-learning modules, estimated to take about 40 minutes each, on the following subjects: climate, adaptation, mitigation, and actions. The course uses case studies, visualizations, and a variety of perspectives on climate change from a B.C. context.

In the adaptation module the following topics are explored:

- What is adaptation?
- From impact to action
- Values underlie adaptation
- Adaptation approaches
- Terms and concepts

<b>Cost</b>	<b>Free</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	<b>2024</b>
<b>Geography of content</b>	<b>British Columbia and global</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>All public</b>

**Key Features**

- Interactive online learning format, accessible, self-paced
- Emphasizes place-based framing



**Climate Adaptation Fundamentals Micro-Credential** | Royal Roads University

Royal Roads has a flexible online micro-credential in Climate Adaptation Fundamentals that explores pressing challenges and impacts of climate change. The learner outcomes of this micro-credential include being able to apply Indigenous Knowledge and perspectives to climate adaptation, as well as communicating climate risks and adaptation strategies effectively and integrating climate-informed decision-making into professional practice. The format is a blended online learning experience, combining synchronous and asynchronous delivery methods.

Four courses are the minimum requirement for this credential, with an anticipated workload of 4–6 hours per week, per course. It is recommended the program be completed within 2 years. Courses cost \$750 each, with the full micro-credential costing a minimum of \$3,000.

<b>Cost</b>	<b>\$750–\$3,000</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	<b>2024</b>
<b>Geography of content</b>	<b>General</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>Professionals across fields (not Indigenous-specific)</b>

**Key Features**

- Accessible, self-paced
- Required course is “Indigenous Knowledge and Perspectives of Climate Adaptation”
- No admission requirements



This course invites learners to engage deeply with Indigenous perspectives on climate adaptation and mitigation. It was designed by a team of Indigenous Knowledge Holders, subject-matter experts, and instructional designers to provide a self-directed, accessible learning experience that reflects Indigenous values. The course has 4 modules that cover the following topics:

- Context and Environmental Management
- Climate Adaptation from an Indigenous Lens
- Intersection of Indigenous Knowledge and Western Science
- Working with Indigenous Communities

This course costs \$750 and is a 25-hour commitment with the next available offering [found on their website](#). The course has also been put into book form and can be accessed at no cost [here](#).

<b>Cost</b>	<b>\$750</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	<b>2022</b>
<b>Geography of content</b>	<b>British Columbia and global</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>All public</b>

**Key Features**

- Accessible, self-paced
- 25-hour commitment
- Indigenous-led
- No admission requirements
- Course has been adapted into a book that is free, open-source, and available online



This certificate program, developed in partnership with ECO Canada, prepares Indigenous learners to work with environmental organizations in their communities to identify and address environmental challenges. The program focuses on environmental management, Indigenous science and leadership, and Indigenous community-based practices of environmental stewardship, ecology, environmental monitoring, leadership, communications, and sustainable development. This program includes a practicum with an Indigenous environmental organization.

Although this program is a 10–14-week program requiring approximately 20 hours of work per week, it is possible to request a 2–3-week course on one of the main objectives listed above. The program costs \$9,330 and the next intake can be found [here](#).

<b>Cost</b>	<b>\$9,330</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	--
<b>Geography of content</b>	<b>British Columbia and global</b>
<b>Eligibility criteria</b>	<b>Standard and flexible admission options</b>
<b>Intended audience</b>	<b>All First Nations, Inuit, and Métis individuals</b>

**Key Features**

- Indigenous-led
- Accessible, self-paced
- Leads to professional certification
- Flexible admission requirements
- Potential to request a shorter training course
- Financial aid opportunities available

**Admission Requirements:**

- Standard Admission
  - Graduate from a recognized secondary school or comparable senior high school
  - Identify as Indigenous from the lands we now call Canada
  - A few non-Indigenous applicants may be considered if they can demonstrate that they work for an Indigenous Nation, community, or organization
- Flexible Admission
  - Applicant can be assessed based on skills, knowledge, and background outside of traditional learning structures
  - Non-traditional learning or a mix of academic/non-academic
  - Typically, 2+ years of relevant environmental experience, either paid or volunteer
  - If applicable, completion of ECO Canada’s BEAHR program will support the candidate’s application

## Native Education College Programs

Native Education College provides Indigenous learners with a culturally appropriate and supportive learning environment. Native Education College has formalized courses, with most offered in person at the Vancouver campus and a few options for blended or online courses. This resource was suggested during the 2023 interviews.

Cost	Variable
Access	Enrolment online
Development timeframe	2024
Geography of content	British Columbia and global
Eligibility criteria	B.C. secondary school or equivalent diploma and minimum “C+” grade in English 12 or testing an equivalent level
Intended audience	All First Nations, Inuit, and Métis individuals

### Native Education College offers a wide range of programs, including:

- Indigenous Adult Basic Education Diploma: Tuition is free; other fees can be covered by an Adult Upgrading Grant, if eligible
- Indigenous Justice Studies Certificate: \$6,700
- Information Technology Support Technician Certificate: \$5,350
- Office Administration and Employment Training Certificate: \$4,900
- The program most relevant to this training scan is the [Indigenous Land Stewardship Certificate](#)
  - This 32-week program has on-campus and online delivery, costs \$5,800, and has winter and fall intakes. It has one class on climate crisis strategies

### Key Features

- Blended online and in-person delivery available; in-person delivery prioritizes hands-on work and field experience
- In-person only offered at the Vancouver campus
- Indigenous-focused institution
- Diversity of courses with a variety of Indigenous-specific topics
- Leads to professional certification/diploma
- Multiple intakes (program dependent)
- Financial aid opportunities available
- Highly rated programs



The Professional Indigenous Lands Management Certificate will appeal to individuals interested in Indigenous lands management, land use planning, community planning, or other topic areas relating to Indigenous communities, sustainability issues, resource management, and a changing regulatory landscape. This certificate was suggested during the 2023 interviews.

Each course is offered as an intensive, one-week (Monday–Friday, 9:00 a.m.–4:00 p.m.) session, with four classes in the summer months with the potential for overnight stays for field experience. It is possible to complete all courses in an intensive summer with the online course in the following fall semester. There is no requirement to complete the certificate within a specified timespan.

This certificate meets all requirements of the post-secondary component for the National Aboriginal Lands Manager Association’s (NALMA) Professional Lands Managers Certification Program Level 1 Training. The next intake can be found on the course page.

<b>Cost</b>	<b>\$9,623</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	--
<b>Geography of content</b>	<b>British Columbia and Canada</b>
<b>Eligibility criteria</b>	<b>General admission requirement: graduate of B.C. secondary school or equivalent, previous degree from recognized university, visiting student from a college/university, transfer student from a college/university, or academic mature student category</b>
<b>Intended audience</b>	<b>All public</b>

**Key Features**

- Blended online/in-person delivery
- Leads to professional certification
- Financial aid opportunities available
- Highly rated program
- Duration: 8 months
- Focus is on Indigenous land management



Continuing Studies at UVic offers a Transformative Climate Action Certificate that allows the learner to tailor the electives to their specific climate action goals. The aims of the program are to teach how to engage with the social and political challenges of mitigating and adapting to the disrupting effects of climate change; and how to develop new ways to build collaborative solutions that support decolonization, integrate diverse communities, enhance social resilience, and overcome polarization. Applicants need to meet UVic’s admission requirements, though there is a contact that can be reached to discuss education and experience prior to application submission.

Participants who successfully complete this course are eligible to receive a Certificate of Completion co-signed by UNITAR (United Nations Institute for Training and Research) and CIFAL ([International Training Centre for Authorities and Leaders](#) – the acronym is French) Victoria.

The course takes place over 1–2 years (asynchronously). There are September and January intakes, and the delivery style is blended online and in-person.

<b>Cost</b>	<b>\$4,590</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	--
<b>Geography of content</b>	<b>British Columbia and global</b>
<b>Eligibility criteria</b>	<b>English language requirement and secondary school graduation; some flexibility</b>
<b>Intended audience</b>	<b>All public</b>

**Key Features**

- Blended online/in-person delivery
- Adaptable with 3 required courses and 4 varied elective courses
- Recognizes Indigenous climate leadership
- Leads to professional certification
- Focus on applied topics like climate communications, climate strategy, and implementation planning
- Duration: 1–2 years



**Climate Change and Indigenous People and Local Communities Course** |  
Universitat Autònoma de Barcelona (Coursera)

This 6-module online Coursera course is free and has a flexible schedule that takes 14 hours to complete. The course uses many different cases from around the world. The modules topics include:

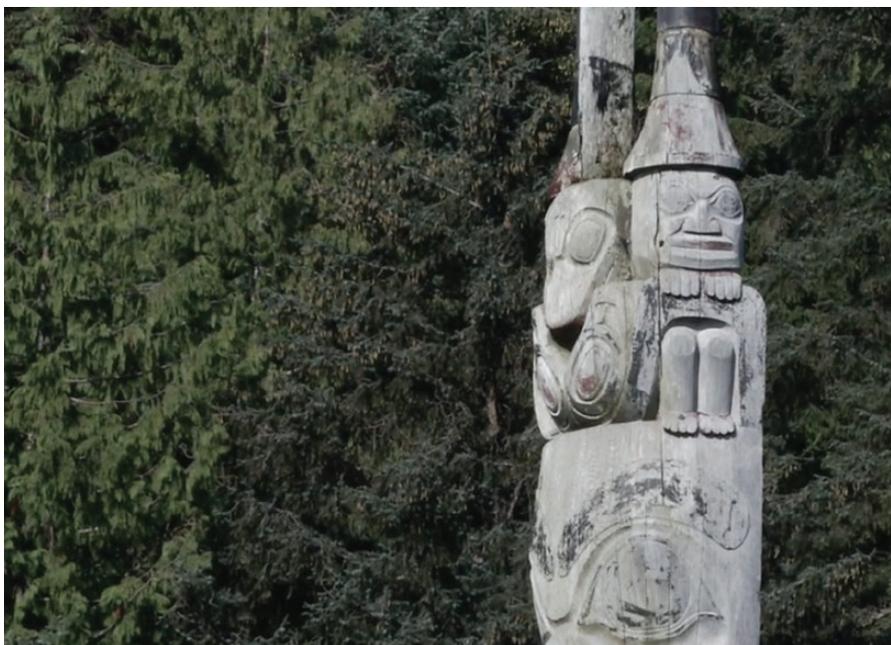
- Climate change impacts on Indigenous Peoples and local communities
- Coping and adapting to climate change impacts
- Local indicators of climate change impacts
- The role of IPLC in global climate governance

Note that this course provides primarily theoretical and methodological information on working with Indigenous communities as outsiders. This may not be appropriate for First Nations individuals working with their own communities.

<b>Cost</b>	<b>Free</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	--
<b>Geography of content</b>	<b>Global</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>All public</b>

**Key Features**

- Accessible, self-paced
- Has both Indigenous Knowledge and western science perspectives
- Variety of perspectives from global examples
- Course is designed for non-Indigenous people working with Indigenous communities



This course, largely geared towards non-Indigenous people seeking to learn more about Indigenous perspectives, explores “Indigenous worldviews and knowledge systems” and “how they relate to science and climate action”. It centres colonization as an essential lens for understanding the climate crisis. There is no admission requirement.

This six-week course is online and self-paced with deadlines set by the instructor. The next start date can be found on the course page.

<b>Cost</b>	<b>\$699</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	--
<b>Geography of content</b>	<b>British Columbia and global</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>All public</b>

**Key Features**

- Accessible, self-paced
- Duration: 6 weeks
- Indigenous instructor
- Indigenous rights-based approach
- No admission requirements



The Climate Action Certificate through Simon Fraser University’s Continuing Studies program is designed to deepen understanding of Indigenous perspectives and climate justice, and advance climate leadership, whether the learner is developing environmental solutions, building community resilience, or motivating others toward action.

The program is offered in an online, part-time format that is self-paced within set assignment deadlines. It takes 6 weeks with 6–10 hours of course work a week, and participants have 3 years to finish all requirements. It has no application deadline—applicants can take courses at any time when offered. [The Indigenous Perspectives in Climate Action](#) course (above) can be a course credit for this program.

<b>Cost</b>	<b>\$4,293</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	--
<b>Geography of content</b>	<b>British Columbia and global</b>
<b>Eligibility criteria</b>	<b>English language requirement, grade 12 or equivalent (mature students without grade 12 may qualify with at least 5 years of appropriate experience)</b>
<b>Intended audience</b>	<b>Professionals across fields (not Indigenous-specific)</b>

**Key Features**

- Accessible, self-paced
- Flexible timing for starting and completing work
- Leads to professional certification



**Climate Changemakers Leadership Training Micro-Credential** |  
British Columbia Institute of Technology (BCIT)

This micro-credential is intended for those with a passion and interest in sustainability and climate action to prepare themselves for “careers that positively impact people and the planet.”

The program is offered in an online, part-time format that is normally completed within 4–6 months (depending on availability of the 4 required courses). There are no admission requirements and there are three intakes a year: January, April, and September. Program costs are unclear.

<b>Cost</b>	<b>Unknown (has cost)</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	--
<b>Geography of content</b>	<b>British Columbia and global</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>People seeking careers in climate action</b>

**Key Features**

- Accessible, self-paced
- Flexible timing for starting and completing work
- Leads to professional certification



UBC offers three climate action-related micro-certificates, all with no admission requirements. The work must be completed within 2 years of starting the program.

The program is offered in an online, part-time format that is normally completed within 4–6 months (depending on availability of the 4 required courses). There are no admission requirements and there are three intakes a year: January, April, and September. Program costs are unclear.

<b>Cost</b>	<b>\$650–\$2,400</b>
<b>Access</b>	<b>Enrolment online</b>
<b>Development timeframe</b>	--
<b>Geography of content</b>	<b>British Columbia and global</b>
<b>Eligibility criteria</b>	<b>Open</b>
<b>Intended audience</b>	<b>All public</b>

**Key Features**

- Accessible, self-paced
- Short duration
- Variety of instructors and speakers
- Leads to professional certification
- Climate adaptation micro-credential is forestry-focused

**Climate Action and Community Engagement**

- Introduces climate change and low-carbon resilience at the local scale; principles and tools for engaging communities in climate action; and climate change outreach and Climate Action Plans
- “Train the trainers” program
- Online delivery, 8 weeks of learning with 6–8 hours of work per week
- Offered once a year in fall (Oct–Dec)
- Costs \$2,400 for the full certificate, \$850 for individual courses

**Climate Action Planning: Foundations, Finance, and Implementation**

- Provides an understanding of climate science, impacts and policies; and helps learners identify key stakeholders related to the specific aspects and geographic areas of interest (it is recommended that learners have a specific project in mind to use in exercises and projects to apply learning outcomes to their own climate mandates)
- Online delivery, 10 weeks of learning with 50 hours total, with 3 different instructors
- Costs \$1,950 for the full certificate

**Climate Vulnerability and Adaptation in Forest Management**

- Teaches about the role and application of climate change science, models, and frameworks in climate change vulnerability; how to use results from vulnerability assessments and apply results to inform adaptation development for sustainable forest management systems; how to identify potential policy implications for adaptation implementation and business-case decision making
- Online delivery, 8 weeks of learning with 7–8 hours of work per week
- Offered spring 2025, unclear when future programs will be offered
- Costs \$2,400 for the full certificate, \$650 for individual courses

## Professional Skills Training Programs

This following section highlights the professional training programs discussed in interviews. The interview questions sought to identify potential training or professional development programs that would be useful for climate coordinators. There were four key training areas highlighted: computer, data analysis, grant writing, and project management.

- 1. Computer Literacy:** Climate coordinators often have diverse backgrounds and experiences. For this reason, interviewees recommended that coordinators be offered a computer literacy training course on software such as the Microsoft Office Suite. Local libraries and colleges often offer courses in basic computer literacy and the Microsoft Office Suite, and local colleges and universities will typically offer introductory computer courses as well.

Example Course/Resource	Location	Cost	Description
<a href="#">Vancouver Public Library “Computer Essentials”</a>	Online	Free	Practical book resources from our catalogue and some free, in-depth tutorials to help you develop your computer skills.
<a href="#">University of the Fraser Valley Continuing Studies “Computer Skills”</a>	Online	\$183–\$468 per course	MS Office Suite and keyboarding intro and advanced courses.
<a href="#">Coast Mountain College Microsoft Office Certificate</a>	Online and/or in Smithers, B.C.	\$750	MS Word, Excel, PowerPoint, and Outlook.

- 2. Climate Data Analysis:** Interviewees recommended that if climate coordinators are working with climate data, they should be offered data-analysis training. This teaches coordinators how to read, interpret, and collect various types of climate data.

Example Course/Resource	Location	Cost	Description
<a href="#">Climate Atlas of Canada – Climate Atlas Guidebook: Interpreting Climate Data</a>	Online	Free	Practical book resources from our catalogue and some free, in-depth tutorials to help you develop your computer skills.
<a href="#">Climate Data Learning Zone (climatedata.ca)</a>	Online	Free	Learn more about the science behind climate data, choose and access Canadian climate data, and download pre-materials for your own training sessions.

- 3. Grant Writing:** To effectively support adaptation initiatives in communities, it is important for coordinators and staff to know how to write effective grant applications and apply for funding opportunities. Grant-writing courses are often available through local universities, colleges, or online programs.

Example Course/Resource	Location	Cost	Description
<a href="#">University of Northern British Columbia: Grant and Proposal Writing</a>	Online (live)	\$550	12-hour workshop over two days where students learn to create unique and well-planned project proposals while meeting the criteria of the funding organization.
<a href="#">BCIT: Unlocking Funding: Grants, Proposals and Sponsorships</a>	Vancouver	\$590	Practical introduction to the elements of proposal and grant writing: purpose and responsibility, organizational readiness, mechanics of preparation, development of a formal grant proposal, presentation, follow-up, and post-grant reporting.

- 4. Project Management:** Project management and leadership skills are vital for climate coordinators. Project management courses are offered both online and in person through various universities and online programs.

Example Course/Resource	Location	Cost	Description
<a href="#">University of British Columbia Sauder: Project Management</a>	Vancouver	\$1,250 per course or \$6,995 total	The stages and processes of managing scope, time, cost, quality, risk, resources and stakeholders at every stage of the process.
<a href="#">University of Northern British Columbia: Core Certificate in Project Management</a>	Online	\$3,750	The fundamentals and best practices of project management through hands-on, real-world exercises.
<a href="#">Project Management Institute: Kickoff™</a>	Online	Free	Free, interactive project management course that takes 45 minutes to complete. Use it to get up to speed on project management basics.
<a href="#">Mount Royal University: Project Management for Indigenous Women</a>	Online	Unknown	Project management course exclusively for Indigenous women.

## RESOURCES NOT INCLUDED

Due to capacity constraints, we could not go into depth on all available resources and trainings. Certain resources and trainings were excluded if they met one or more of the following conditions:

- We were unable to find information about the resource online and the organization did not respond to our request for an interview
- The resource is an example and/or case study rather than a “how-to guide/toolkit” (i.e., not presented in a teachable format)
- The resource is too narrowly focused on a specific adaptation topic (e.g., gender, wildfire, emergency management, infrastructure, etc.)
- The resources were based in a context deemed too different from the B.C. context
- The resource was mitigation focused



# Training Scan Results



## OVERVIEW OF BEST PRACTICES

Based on the findings from the interviews, we identified several best practices on how to run Indigenous training programs. These are highlighted in the table below:

Theme	Key Message Summary
Adaptable	<ul style="list-style-type: none"> <li>• Be mindful that every community is different, respect all protocols.</li> <li>• Design the program to be adaptable so that it can be catered to community priorities.</li> <li>• Ensure the training program is adapted to the community's needs/desires.</li> </ul>
Diversity	<ul style="list-style-type: none"> <li>• Make the training program available across educational levels (plain language).</li> <li>• Remind and encourage individuals that they know a lot about climate change from personal experience.</li> <li>• Provide counselling support and resources.</li> <li>• Keep the training simple from the western science perspective.</li> <li>• Provide any required resources, such as technology and funding.</li> </ul>
Compensation	<ul style="list-style-type: none"> <li>• Provide compensation for community participants:               <ul style="list-style-type: none"> <li>◦ Hourly wage for attending the training events.</li> <li>◦ Childcare services.</li> <li>◦ Wage subsidy for missed work.</li> </ul> </li> </ul>
Food	<ul style="list-style-type: none"> <li>• Offer food at events. If possible, choose local food.</li> </ul>
Relationship Building	<ul style="list-style-type: none"> <li>• Provide space for storytelling and sharing experiences.</li> <li>• Do the training in person and prioritize land-based training.</li> <li>• Do not tell the community how to fix climate change, but provide examples of how they could successfully adapt to it.</li> <li>• Make sure that the trainers are upfront about who they are, where they are from, and recognize that they are a settler or non-Indigenous person.</li> <li>• Have an opening and closing with a local community member.</li> <li>• Promote Nation-building and support Indigenous Knowledge and language revitalization.</li> </ul>

## TRAINING CHALLENGES FOR FIRST NATIONS COMMUNITIES

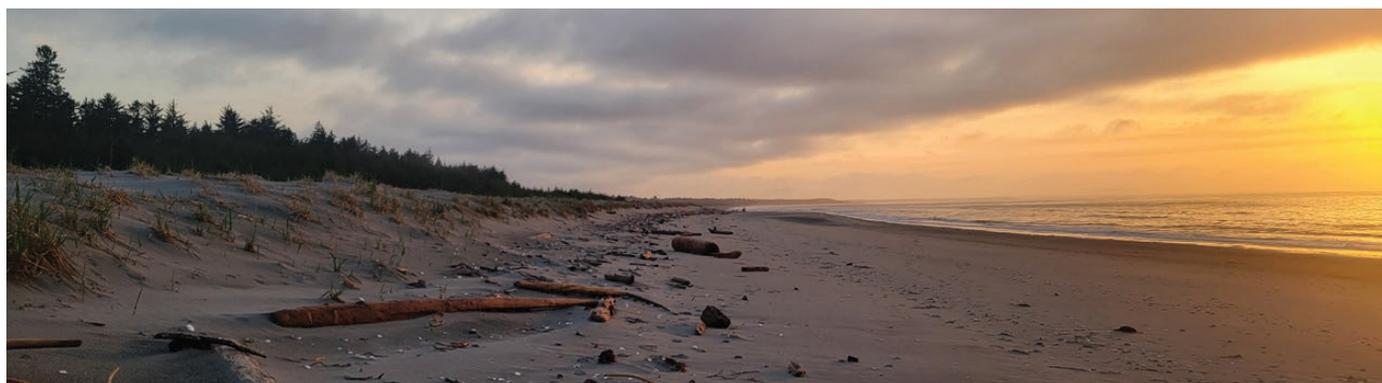
The table below provides an overview of the key challenges identified by interview participants that First Nations communities face in receiving effective training:

Theme	Key Barriers Summary
Time	All participants highlighted that a key challenge Indigenous communities face is the lack of time they have available to allocate to training. Community members are stretched thin and wear multiple hats, and do not have time to attend training events.
Money	Interview participants mentioned that communities do not have the money to take time off work and/or organize training resources in their community.
Accessibility	Interview participants mentioned the lack of accessibility in current training resources. For example, not everyone has the technology or funding to attend training events.

## RECOMMENDATIONS FOR APPROPRIATE AND EFFECTIVE ADAPTATION TRAINING FOR INDIGENOUS COMMUNITIES

A central objective of the Resilience Climate Adaptation Network (RCAN) is to support communities in building their climate resilience capacity. Interviewees recommended a First Nations-specific, culturally relevant, actionable training resource as most appropriate and effective for Indigenous communities. To develop such a resource, we recommend the following key guideposts:

- Indigenous-led or co-developed approach that applies a culturally sensitive lens (i.e., storytelling), centres Indigenous Knowledge Systems, and is relevant to First Nations in B.C.
- Adaptable content
- Emphasis on, or inclusion of, capacity assessments
- Focus on adaptation and resilience
- Actionable in the B.C. context
- Accessible for a diversity of participants, including youth, Elders, and those with varying education levels
- Flexible delivery options: Free/open-source and virtual, or hybrid in-person and virtual delivery



Coastal First Nations-Great Bear Initiative  
Suite 1660 - 409 Granville Street  
Vancouver BC V6C 1T2  
T 604.696.9889 | E [info@coastalfirstnations.ca](mailto:info@coastalfirstnations.ca)

[coastalfirstnations.ca](http://coastalfirstnations.ca)  

Copyright 2025 Great Bear Initiative Society. All rights reserved.



**COASTAL  
FIRST  
NATIONS**  
GREAT BEAR  
INITIATIVE