

**SUMMARY OF STANDARDS AND REQUIREMENTS
CERTIFIED INDIGENOUS TEAM LEADER IN ADDICTIONS SERVICES (CITLAS)**

This Certification level is available to applicants who either

- Satisfy the standards and requirement of this certification
- Are certified with the First Nations Health Managers Association (FNHMA) and satisfy the additional ICBOC requirements in regard to addictions.

EDUCATION

Degree in the health care field or in leadership (clinical, program/service administration/management, human, social and community services).

For Quebec applicants, a DEC (three (3) year technical program of studies in health or social services) **AND** one (1) year of university certificate in health care field (clinical, program/service administration/management, human, social and community services) or in leadership **OR** has completed the 5 courses offered by the First Nations Health Managers Association (FNHMA) as well as training in addictions

WORK EXPERIENCE

HOURS

4 years progressive full time paid work experience in a related field, in positions that included functions similar to those of a team leader, with a minimum of 2 years in an Aboriginal health/wellness program/Service focused on addictions (Community-based or treatment centre)

8000

KNOWLEDGE AND SKILLS TRAINING

HOURS

Education/ Training Hours 380 minimum	Core knowledge	360
	<ul style="list-style-type: none"> • The 7 competency domains of a Team Leader 	
	Related knowledge and skills	
	<ul style="list-style-type: none"> • Screening and Assessment tools • Safety Training 	10
		10

CITLAS – CORE KNOWLEDGE IN THE 7 COMPETENCIES OF A TEAM LEADER

1. Addictions and mental wellness practice (Aboriginal focus)	70 hrs
General health issues	10
Core Addictions issues	30
Related Addictions issues (see list of accepted training topics page 2)	20
Addictions and mental wellness systems (Government and Aboriginal health policies and strategies)	10
2. Program management (focus on addictions)	60 hrs
General program management	15
Addiction program management (continuum of care)	20
Program Quality Improvement	15
Financial management	10
3. Human resources management (focus on addictions)	60 hrs
Staffing	10
Employee relations	15
Staff development	10
Staff Retention	10
Change Management	15
4. Leadership (focus on addictions)	60 hrs
Foundation of leadership	20
Self Leadership	15
Team building	15
Networking	10

5. Communication	60 hrs
Nature and role of communication	10
Interpersonal Communication	20
Written Communication	15
Communication technology	15
6. Cultural knowledge and practice	60 hrs
First Peoples of Canada	20
Determinants of health	10
Cultural approaches to addiction practice in the context of the NNADAP Renewed Framework	20
Cultural approaches to capacity building (addictions and mental wellness workforce)	10
7. Professionalism (no hours are set for this competency domain, but the minimum supervisor's score is required)	
Ethics	80%
Personal qualities	
Professional qualities and attitudes	
CITLAS – RELATED KNOWLEDGE AND SKILLS	
Screening and assessment tools	HOURS
Health and safety topics*	10
10	10
* Please note that training in health and safety topics (WHMIS, CPR, First Aid etc..) will only be counted once.	
CITLAS - SUPERVISOR'S EVALUATION	
A minimum average score of 80% is required for the 7 competency domains	

NOTE: EDUCATION/TRAINING

The required addictions-specific and addictions related hours may be acquired through formal education programs at university or college level, through the First Nations Health Managers Association (FNHMA) or through more informal training offered by independent trainers or training organisations (continuing education programs, workshops, seminars, single courses delivered through conferences, in-house or online).

NOTE: CULTURAL PRACTICE

Cultural/traditional activities pursued in the context of working with/treating a client or formal or informal training on topics specific to Aboriginal culture, traditions and/or history.

List of accepted topics for Domain 1 - Related addictions issues (total of 20 hours required)	
<i>(This list is not exhaustive)</i>	
<ul style="list-style-type: none"> • Grief work • FASD • HIV/AIDS • Mental health/wellness • Residential School & Intergenerational Trauma • Aboriginal & Western therapeutic Approaches • Philosophies & theories related to Aboriginal healing practices • Program/institutional accreditation 	<ul style="list-style-type: none"> • Specific drugs • Trauma work • Suicide • Prevention • Specific drugs/substances • Selfcare • Co-occurring disorders • Health and safety issues*