SUMMARY OF STANDARDS AND REQUIREMENTS CERTIFIED INDIGENOUS COMMUNITY SUPPORT MANAGER AT LEVEL II (CICSM II)		
Education	Undergraduate degree in a human or social service field with emphasis on community support and program management **AND** portfolio of training (formal or informal) that reflects the requirements of this certification.	**HOURS**
Experience	Three (3) years minimum of remunerated, direct community support management experience. Previous experience providing services similar to the current employment is taken in consideration. This certification level is a prerequisite to ICBOC's certification as a Certified Indigenous Community Support Supervisor (CICSS)	**6000**
Education or Training **950 hours** **Minimum**	**KNOWLEDGE AND SKILLS IN SUPPORT OF PROFESSIONAL PRACTICE**	
	Core Knowledge and Skills	**240**
	General Knowledge and Skills	**200**
	Related Knowledge and Skills	**80**
	Cultural Knowledge and Skills	**100**
	Knowledge in the Core Functions of a Community Support Manager at level II (CICSM II)	**330**
Supervisor's Evaluation **Minimum scores**	• Core Competencies • General Competencies • Related Knowledge and Skills in support of Professional Practice	**70%**
	Cultural competencies • Knowledge, skills and attitudes of an Indigenous Community Support Manager at Level II **Professionalism** • Professional Integrity • Life Skills in support of Professional Practice	**80%**
Practicum	Some hours of training in the core functions can be counted (must submit Practicum Report)	

Core Knowledge and Skills	240 hrs
Continuum of Substance Use	30
Mental Health and Wellness Issues	30
Medications and Medicines	20
Human Development across the Lifespan	30
Family Dynamics	30
Trauma-Specific Care	40
Self-Leadership	30
Health and Workplace Safety	30

General Knowledge and Skills in support of Professional Practice	200 hrs
Communications	45
Computer and Office Skills	20
Financial Literacy	20
Group Facilitation	20
Knowledge Building (Client/Community Education)	15
Conflict Management	15
Motivational Interviewing	15
Community Development	15
Social Determinants of Indigenous Health	20
Policies and Research	15

Related Knowledge and Skills in support of Professional Practice (A minimum of 3 hours per topic – The Indigenous-focused topics included below are examples, the list is not exhaustive. If in doubt, or if you have question on acceptable topics, please contact ICBOC at registrar@icboc.ca)		80 hrs

- Grief and Loss
- Bereavement and Culture
- FASD
- Suicide
- Depression
- Trauma
- PTSD
- HIV/AIDS
- STDs
- Self Injury
- Concurrent Disorders
- Healthy Nutrition
- Indigenous Medicines
- Burnout
- Self-Care and Wellness
- Workplace Safety
- Indigenous Health/Mental Wellbeing

- Concurrent Disorders
- Forms of Addictions
- Specific Drugs/Substances
- Cannabis Legislation
- Indigenous Epidemiology
- Relapse Prevention
- LGBT Issues
- Indigenous Traditional Lifestyles
- Workplace Harassment
- Domestic Violence
- Lateral Violence
- Lateral Kindness
- Healthy Parenting
- Indigenous Societal Values
- Life Coaching Topics
- Group Programs
- Incarceration Issues

- Indigenous Traditional Healing Practices
- Healing and Humour
- Indigenous Traditional Craft-Making
- Story Telling
- Traditional Games
- Country Food
- Traditional Art
- Decolonization
- Internet Addiction
- Sexual Addiction
- Diabetes
- Diversity
- Culturally-Relevant Program Design
- Climate Change Impact on Indigenous Way of Life
- Disabilities
- Resilience and Coping
- Child Welfare

Cultural Knowledge and Skills	100 hrs
Cultural/traditional knowledge on topics specific to Indigenous/Indigenous culture and/or history, acquired through formal or informal training or through activities pursued in the context of working with/supporting clients, families or communities including knowledge and ability to communicate in their language	70
Sixties Scoop – Indigenous, Metis and First Nations perspectives	20
Jordan's Principle and the Indigenous Child First Initiative	10

Knowledge in the Core Functions of a CICSM II	330 hrs
• Prevention/Health Promotion	20
• Intake and Early Intervention	12
• Screening, Assessment and Evaluation	12
• Care Planning	25
• Supportive Counselling	40
• Case Management	30
• Aftercare	12
• Outreach	12
• Program Management	25
• Crisis Response	20
• Networking	20
• Referral	15
• Supervision	30
• Leadership	15
• Advocacy	15
• Teamwork	12
• Record Keeping and Documentation	15

NOTE: EDUCATION/TRAINING

The required addictions-specific and addictions related hours may be acquired through formal education programs at university or college level or through more informal training in a variety of formats, offered by independent trainers, training organisations or through alternative means recognized by ICBOC.