

**SUMMARY OF STANDARDS AND REQUIREMENTS  
CERTIFIED INDIGENOUS COMMUNITY SUPPORT WORKER Level I (CICSW I)**

<b>Education</b>	One year certificate or equivalent in a related human or social service field with emphasis on community support <b>OR</b> portfolio of training (formal or informal) that reflects the requirements of this certification.	<b>HOURS</b>
<b>Experience</b>	One (1) year minimum of remunerated, direct community support experience or practice in current employment. <b>PLAR</b> - Are also taken in consideration: <ul style="list-style-type: none"> <li>• Previous experience providing services similar to the current employment</li> <li>• Experience acquired by means of a practicum/internship/placement, undertaken as part of a program of studies</li> <li>• Proven experience as a volunteer, providing services similar to the current employment (to a maximum of 100 hours)</li> </ul>	<b>1000</b>
<b>Education or Training</b> <b>350 hours</b>	<b>KNOWLEDGE AND SKILLS IN SUPPORT OF PROFESSIONAL PRACTICE</b>	
	<b>Core Knowledge and Skills</b>	<b>90</b>
	<b>General Knowledge and Skills</b>	<b>70</b>
	<b>Related Knowledge and Skills</b>	<b>30</b>
	<b>Cultural Knowledge and Skills</b>	<b>50</b>
	<b>Knowledge in the Core Functions of a Community Support Worker at Level I (CICSW I)</b>	<b>110</b>
<b>Supervisor's Evaluation</b>  <b>Minimum scores</b>	<ul style="list-style-type: none"> <li>• Core Competencies</li> <li>• General Competencies</li> <li>• Related Knowledge and Skills in support of Professional Practice</li> </ul>	<b>70%</b>
	<b>Cultural competencies</b> <ul style="list-style-type: none"> <li>• Knowledge, Skills and Attitudes of an Indigenous CICSW I</li> </ul> <b>Professionalism</b> <ul style="list-style-type: none"> <li>• Professional Integrity</li> <li>• Life Skills</li> </ul>	<b>80%</b>
<b>Practicum</b>	Some hours of training in the core functions can be counted (must submit Practicum Report)	
<b>Core Knowledge and Skills</b>		<b>90 hrs</b>
Continuum of Substance Use		10
Mental Health and Wellness Issues		10
Medications and Medicines		5
Human Development across the Lifespan		15
Family Dynamics		15
Trauma-Specific Care		15
Self-Leadership		10
Health and Workplace Safety		10
<b>General Knowledge and Skills in Support of Professional Practice</b>		<b>70 hrs</b>
Communications		25
Computer and Office Skills		5
Financial Literacy		5
Group Facilitation		5
Knowledge Building (Client/Community Education)		5
Conflict Management		5
Motivational Interviewing		5
Community Development		5
Social Determinants of Indigenous Health		5
Policies and Research		5

<b>Related knowledge and skills in support of professional practice</b>		<b>30 hrs</b>
(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)		
<ul style="list-style-type: none"> <li>Grief and Loss</li> <li>Bereavement and Culture</li> <li>FASD</li> <li>Suicide</li> <li>Depression</li> <li>Trauma</li> <li>PTSD</li> <li>HIV/AIDS</li> <li>STDs</li> <li>Self-Injury</li> <li>Concurrent Disorders</li> <li>Healthy Nutrition</li> <li>Indigenous Medicines</li> <li>Burnout</li> <li>Self-Care and Wellness</li> <li>Workplace Safety</li> <li>Indigenous Health/Mental Wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>Concurrent Disorders</li> <li>Forms of Addictions</li> <li>Specific Drugs/Substances</li> <li>Cannabis Legislation</li> <li>Indigenous Epidemiology</li> <li>Relapse Prevention</li> <li>LGBT Issues</li> <li>Indigenous Traditional Lifestyles</li> <li>Workplace Harassment</li> <li>Domestic Violence</li> <li>Lateral Violence</li> <li>Lateral Kindness</li> <li>Healthy Parenting</li> <li>Indigenous Societal Values</li> <li>Life Coaching Topics</li> <li>Group Programs</li> <li>Incarceration Issues</li> </ul>	<ul style="list-style-type: none"> <li>Indigenous Traditional Healing Practices</li> <li>Healing and Humour</li> <li>Indigenous Traditional Craft-Making</li> <li>Story Telling</li> <li>Traditional Games</li> <li>Country Food</li> <li>Traditional Art</li> <li>Decolonization</li> <li>Internet Addiction</li> <li>Sexual Addiction</li> <li>Diabetes</li> <li>Diversity</li> <li>Culturally-Relevant Program Design</li> <li>Climate Change Impact on Indigenous Way of Life</li> <li>Disabilities</li> <li>Resilience and Coping</li> <li>Child Welfare</li> </ul>
<b>Cultural Knowledge and Skills</b>		<b>50 hrs</b>
Cultural/traditional knowledge on topics specific to Aboriginal 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		30
Residential school issues and/or decolonization		10
Sixties Scoop – Indigenous, Metis and First Nations perspectives		5
Jordan’s Principle		5
<b>Knowledge in the Core Functions of a CICSW I</b>		<b>110 hrs</b>
• Prevention/Health Promotion		10
• Intake and Early Intervention		5
• Screening, Assessment and Evaluation		5
• Care Planning		10
• Case Management		10
• Supportive Counselling		20
• Aftercare		5
• Outreach		5
• Program Delivery		5
• Crisis Response		10
• Referrals		5
• Networking		5
• Advocacy		5
• Teamwork		5
• Reports and record Keeping		5
<b>NOTE: EDUCATION/TRAINING</b>		
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.		