

**SUMMARY OF STANDARDS AND REQUIREMENTS
CERTIFIED INDIGENOUS CLIENT SUPPORT ADDICTION WORKER (CICSAW)**

Education	Completion of Secondary school or other studies at higher level that include courses in the required education/training for this certification	Hours
Experience	<p>Five hundred hours (6 months) of work experience or practice in direct support services to clients affected by addictions or mental issues. and that can be accumulated in the following manner:</p> <ul style="list-style-type: none"> • Paid work experience in the current position and in remunerated previous occupations providing services similar to the current employment • Experience acquired by means of a practicum/internship/placement, undertaken as part of a program of studies • Proven experience as a volunteer providing services similar to the current employment (to a maximum of 100 hours) <p>Please note that this certification is not available for administrative positions.</p>	500
Education or Training 250 hours minimum	Core Knowledge and Skills in Addiction and Wellness	60
	Counselling Knowledge and Skills	20
	General Knowledge and Skills in Support of Professional Practice	60
	Cultural Knowledge and Skills	30
	Knowledge and Practice in the Core Functions	40
	Addiction and Mental Wellness-Related Topics (See list of topics page 2)	40
Supervisor's Evaluation Minimum Score	<ul style="list-style-type: none"> • Introduction to Addictions • Introduction to Mental Wellness • Knowledge and Skills in Support of Professional Practice • Knowledge and Skills in the 8 Core Functions • Cultural Competencies • Professional Integrity 	70%
Practicum	Some hours of training in the core functions can be counted (must submit Practicum Report)	
Core Knowledge and Skills in Addiction and Wellness		60 hrs
	Forms of addictions including substance, solvents, and process addictions	10
	Signs and symptoms of addiction including physical and psychological aspects	10
	Risk factors and protective factors	4
	Treatment approaches to addiction	10
	Effects of addiction on the individual and the family	10
	Basic mental health concepts and issues	6
	Cultural concepts that support mental wellness (individual, community, family)	10
Counselling Knowledge and Skills		20 hrs
	• Counselling approaches/techniques	10
	• One-on-one, group, family counselling	10
General Knowledge and Skills in Support of Professional Practice		60 hrs
	• Interpersonal communications	10
	• Motivational Interviewing	6
	• Pharmacology	6
	• Brief intervention/basic counselling	10
	• Conflict Resolution	6
	• Self-care	6
	• Safety and security issues and topics	10
	• Professional Ethics	6
Cultural Knowledge and Skills		30 hrs
	Cultural/traditional knowledge and skills acquired through formal or informal education, or training/learning context of working with/treating a client, focused on topics specific to Aboriginal culture, traditions, socio-historical issues.	15
	Residential school issues and/or decolonization	5
	Sixties Scoop	5
	Jordan's Principle	5

Knowledge and Practice in the core functions		40 hrs
Primary screening/Assessment		5
Care planning		5
Client supervision and support		10
Referral		5
Client education		10
Team work		5
Addiction and Mental Wellness-Related Topics (list not exhaustive)		40 hrs
<ul style="list-style-type: none"> • Grief work • FASD • Mental health • Residential School & Intergenerational Trauma • Aboriginal & Western therapeutic Approaches • Philosophies & theories - Aboriginal healing practices • HIV/AIDS • STDs • Indigenous & mainstream approaches to self-care and wellness • Neurological aspects of addictions • Nutrition and Alcohol and drug addictions • Diabetes 	<ul style="list-style-type: none"> • Trauma work • Suicide • Relapse prevention • Specific drugs/substances • Co-occurring disorders • Cultural healing practices • Resilience • Concurrent disorders • Healthy lifestyle/life coaching topics • Healthy parenting • LGBTQ issues • Addictions-Related health issues • Alternative healing practices 	
<p>NOTE ON EDUCATION/TRAINING</p> <p>The required training hours may be acquired through university or college education programs, informal training offered by a range of training providers, including independent trainers. This training may be delivered in a variety of formats (programs, courses, workshops, seminars, webinars) and venues (class setting, in-house, online, conferences). ICBOC also accepts training hours acquired through alternative forms of learning/training. All training hours must be supported by proof of attendance/completion.</p> <p>This includes transcripts, certificates and affidavits/declarations by qualified persons. Certificates must clearly bear the name of the provider, the title of the training, number of hours, date(s) of training and signature of the provider/trainer. Declarations/affidavits must be written on the employer letterhead, include the title of the training, number of hours, date(s) of training and signature of the provider/trainer and bear the name of the qualified person, his/her signature, and telephone or other contact information.</p>		