

**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> | | |