

**SUMMARY OF STANDARDS AND REQUIREMENTS
CERTIFIED INDIGENOUS WELLNESS AND ADDICTIONS WORKER (CIWAW)**

Education	Completion of a secondary school or other studies at higher level in the helping field, with integrated or additional formal or informal training/education in addictions OR portfolio of training (formal or informal) that reflects the requirements of this certification.	HOURS
Experience	<p>One (1) year minimum of helping experience or practice in direct helping/counselling support services to clients affected by addictions or mental wellness issues. and that can be accumulated in the following manner:</p> <ul style="list-style-type: none"> • Paid work experience in current and previous employment 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>	2000
Education or Training 350 hours minimum	Core knowledge and skills in wellness and addictions	120
	Counselling knowledge and skills	40
	General knowledge and skills in support of professional practice	40
	Cultural knowledge and skills	40
	Knowledge in the core functions of a wellness and addictions worker (CIWAW)	80
	Related knowledge and skills – addictions and mental wellness	30
Supervisor’s Evaluation	<ul style="list-style-type: none"> • Core knowledge in addictions and mental wellness • Related knowledge in addictions and mental wellness • General knowledge • Knowledge and skills in the core functions of a CIWAW 	70%
	<p>Minimum scores</p> <p>Cultural competencies</p> <ul style="list-style-type: none"> • Knowledge of cultural healing approaches to addictions and mental wellness <p>Professional Integrity</p> <ul style="list-style-type: none"> • Professional attitude • Professional conduct 	80%
Practicum	Some hours of training in the core functions can be counted (must submit Practicum Report)	
Core knowledge and skills in wellness and addictions		120 hrs
Introduction to mental health		10
Indigenous concepts of mental wellness and issues*		10
Introduction to substance addictions (alcohol, solvents, drugs, including prescription drugs)		20
Introduction to process/behavioural addictions		10
Impacts of addictions on the family		10
Addiction treatment approaches		10
Pharmacology		10
Addiction prevention strategies		10
Human development across the lifespan		10
Ethics		10
Self care, health and wellness		10
Counselling knowledge and skills		40 hrs
• One-on-one, group, couple, youth, family counselling		20
• Counselling process		10
• Counselling theories		10
Knowledge and skills in support of professional practice		40 hrs
• Communication		25
• Interviewing techniques		7
• Conflict management (resolution/mediation)		3
• Clients safety		5

Cultural knowledge and skills		40 hrs
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/treating a client, including knowledge and ability to communicate with clients in an Aboriginal language		20
Residential school issues and/or decolonization		10
Sixties Scoop		5
Jordan's Principle		5
Knowledge in the core functions of a CIWAW		80 hrs
• Screening		5
• Intake		5
• Assessment		7
• Client orientation		5
• Treatment planning		7
• Knowledge building		7
• Case management		7
• Referral		10
• Crisis management		7
• Reports and record keeping		10
• Teamwork		10

Related knowledge and skills - Addictions and mental wellness (list not exhaustive)		30 hrs
<ul style="list-style-type: none"> • Minimum 1 hour in any given subject (proof of education/training is required) 		
<ul style="list-style-type: none"> • Grief work • FASD • Suicide • Depression • Trauma • PTSD • HIV/AIDS • STDs • Mental health • Concurrent disorders • Healthy nutrition • Indigenous medicines • Medicine wheel • Burnout • Self-care and wellness • Resilience 	<ul style="list-style-type: none"> • Forms of addictions • Specific drugs/substances • Epidemiology of addictions • Relapse prevention • Concurrent disorders • LGBT issues • Indigenous traditional lifestyles • Holistic healing • Workplace harassment • Domestic violence • Lateral violence • Lateral kindness • Healthy parenting • Traditional teachings • Emotional intelligence • Life coaching topics 	<ul style="list-style-type: none"> • Indigenous traditional healing practices • Healing and humour • Healing through songs • Healing through traditional craft-making • On-the-land healing • Story telling • Traditional games • Country food • Traditional art • Decolonization • Gambling addiction • Internet addiction • Sexual addiction • Alcohol addiction and diabetes • Addiction and the brain

NOTE: EDUCATION/TRAINING

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.

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.