

**SUMMARY OF STANDARDS AND REQUIREMENTS  
CERTIFIED INDIGENOUS TEAM LEADER IN ADDICTIONS SERVICES (CITLAS)**

This Certification level is available to applicants who either

- Satisfy the standards and requirement of this certification. See note on education/training on page 2.
- Are certified with the First Nations Health Managers Association (FNHMA) and satisfy the additional ICBOC requirements in regard to addictions.

**EDUCATION**

Degree in the health care field or in leadership (clinical, program/service administration/management, human, social and community services).  
For Quebec applicants, a DEC (three (3) year technical program of studies in health or social services) **AND** one (1) year of university certificate in health care field (clinical, program/service administration/management, human, social and community services) **OR** has completed the 5 courses offered by the First Nations Health Managers Association (FNHMA) as well as training in addictions

**WORK EXPERIENCE**

**HOURS**

4 years progressive full time paid work experience in a related field, in positions that included functions similar to those of a team leader, with a minimum of 2 years in an Aboriginal health/wellness program/Service focused on addictions (Community-based or treatment centre)

**8000**

**KNOWLEDGE AND SKILLS EDUCATION/TRAINING**  
Please refer to NOTE: EDUCATION/TRAINING on page 2

**HOURS**

<b>Education/ Training Hours</b>  <b>900 hrs minimum</b>	<b>Core knowledge</b>	<b>700</b>
	<ul style="list-style-type: none"> <li>• The 7 competency domains of a Team Leader</li> </ul>	
	<b>Related knowledge and skills</b>	<b>10</b>
	<ul style="list-style-type: none"> <li>• Health and safety topics</li> <li>• Technology knowledge and skill topics</li> <li>• Other topics related to addictions and mental wellness</li> </ul>	<b>40</b>
<b>Supervisor's Evaluation of the core and related knowledge and skills</b>		<b>80%</b>

**CITLAS – CORE KNOWLEDGE IN THE 7 COMPETENCIES OF A TEAM LEADER**

<b>1. Addictions and mental wellness practice</b> (Aboriginal focus)	<b>200 hrs</b>
General health issues	40
Core addictions issues	60
Related addictions issues (see list of suggested training topics page 2)	50
Addictions and mental wellness systems (Government and Aboriginal health policies and strategies)	50
<b>2. Program management</b> (focus on addictions)	<b>100 hrs</b>
General program management	20
Addiction program management	40
Program Quality Improvement	20
Financial management	20
<b>3. Human resources management</b> (focus on addictions)	<b>100 hrs</b>
Staffing	20
Employee relations	20
Staff development	20
Staff Retention	20
Change Management	20
<b>4. Leadership</b> (focus on addictions)	<b>100 hrs</b>
Foundation of leadership	20
Self-Leadership	40
Team building	20
Networking	20

<b>5. Communication</b>	<b>150 hrs</b>
Nature and role of communication	50
Interpersonal communication	50
Motivational interviewing	10
Conflict management	20
Crisis management	20
<b>6. Cultural knowledge</b>	<b>150 hrs</b>
First Peoples of Canada culture and history	50
Indigenous concepts of health	40
Cultural approaches to addiction practice	40
Cultural approaches to capacity building (indigenous lens)	20
<b>7. Professionalism</b>	<b>60 hrs</b>
Professional Ethics	30
Cultural competence and safety concepts	30
<b>CITLAS – RELATED KNOWLEDGE AND SKILLS</b>	
	<b>40 hrs</b>
Health and safety topics*	<b>10</b>
Technology knowledge and skill topics	<b>10</b>
Other topics related to addictions and mental wellness	<b>20</b>
* Please note that training in health and safety topics (WHMIS, CPR, First Aid etc..) will only be counted once.	
<b>CITLAS - SUPERVISOR'S EVALUATION</b>	
A minimum Supervisor's evaluation score of 80% is required	
<b>NOTE: EDUCATION/TRAINING</b>	
The education/training topics and hours required for this certification (CITLAS) and indicated in this Summary of Standards and requirements are to fill gaps in the academic programs an applicant has completed.	
The required addictions-specific and addictions related hours may be acquired through the courses offered by the First Nations Health Managers Association (FNHMA) or through any other form of education/training delivered by a variety of providers (continuing education programs, workshops, seminars, single courses delivered through conferences, in-house or online). Proof of training is mandatory (transcripts, certificates or affidavits)	
<b>NOTE: ALTERNATIVE LEARNING/TRAINING</b>	
Hours acquired through cultural/traditional activities and pursued in support of a Team Leader personal and professional development and practice, are accepted.	
<b>Other topics related to addictions and mental wellness</b>	
This list is not exhaustive, and other topics are acceptable, so If you are uncertain about the topics of the trainings you completed, please contact us at registrar@icboc.ca	
<ul style="list-style-type: none"> <li>• Grief work</li> <li>• FASD</li> <li>• HIV/AIDS</li> <li>• Mental health/wellness</li> <li>• Residential School &amp; Intergenerational Trauma</li> <li>• Aboriginal &amp; Western therapeutic Approaches</li> <li>• Philosophies &amp; theories related to Aboriginal healing practices</li> <li>• Program/institutional accreditation</li> </ul>	<ul style="list-style-type: none"> <li>• Specific drugs</li> <li>• Trauma work</li> <li>• Suicide</li> <li>• Prevention</li> <li>• Specific drugs/substances</li> <li>• Selfcare</li> <li>• Co-occurring disorders</li> <li>• Health and safety issues*</li> </ul>