

**SUMMARY OF STANDARDS AND REQUIREMENTS
CERTIFIED INDIGENOUS COMMUNITY SUPPORT MANAGER AT LEVEL II (CICSM II)**

Education	Undergraduate degree in a human or social service field with emphasis on community support and program management AND portfolio of training (formal or informal) that reflects the requirements of this certification.	HOURS
Experience	Three (3) years minimum of remunerated, direct community support management experience. Previous experience providing services similar to the current employment is taken in consideration. This certification level is a prerequisite to ICBOC's certification as a Certified Indigenous Community Support Supervisor (CICSS)	6000
Education or Training 950 hours Minimum	KNOWLEDGE AND SKILLS IN SUPPORT OF PROFESSIONAL PRACTICE	
	Core Knowledge and Skills	240
	General Knowledge and Skills	200
	Related Knowledge and Skills	80
	Cultural Knowledge and Skills	100
	Knowledge in the Core Functions of a Community Support Manager at level II (CICSM II)	330
Supervisor's Evaluation Minimum scores	<ul style="list-style-type: none"> • Core Competencies • General Competencies • Related Knowledge and Skills in support of Professional Practice 	70%
	<p>Cultural competencies</p> <ul style="list-style-type: none"> • Knowledge, skills and attitudes of an Indigenous Community Support Manager at Level II <p>Professionalism</p> <ul style="list-style-type: none"> • Professional Integrity • Life Skills in support of Professional Practice 	80%
Practicum	Some hours of training in the core functions can be counted (must submit Practicum Report)	
Core Knowledge and Skills		240 hrs
Continuum of Substance Use		30
Mental Health and Wellness Issues		30
Medications and Medicines		20
Human Development across the Lifespan		30
Family Dynamics		30
Trauma-Specific Care		40
Self-Leadership		30
Health and Workplace Safety		30
General Knowledge and Skills in support of Professional Practice		200 hrs
Communications		45
Computer and Office Skills		20
Financial Literacy		20
Group Facilitation		20
Knowledge Building (Client/Community Education)		15
Conflict Management		15
Motivational Interviewing		15
Community Development		15
Social Determinants of Indigenous Health		20
Policies and Research		15

Related Knowledge and Skills in support of Professional Practice		80 hrs
<p>(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)</p>		
<ul style="list-style-type: none"> • Grief and Loss • Bereavement and Culture • FASD • Suicide • Depression • Trauma • PTSD • HIV/AIDS • STDs • Self Injury • Concurrent Disorders • Healthy Nutrition • Indigenous Medicines • Burnout • Self-Care and Wellness • Workplace Safety • Indigenous Health/Mental Wellbeing 	<ul style="list-style-type: none"> • Concurrent Disorders • Forms of Addictions • Specific Drugs/Substances • Cannabis Legislation • Indigenous Epidemiology • Relapse Prevention • LGBT Issues • Indigenous Traditional Lifestyles • Workplace Harassment • Domestic Violence • Lateral Violence • Lateral Kindness • Healthy Parenting • Indigenous Societal Values • Life Coaching Topics • Group Programs • Incarceration Issues 	<ul style="list-style-type: none"> • Indigenous Traditional Healing Practices • Healing and Humour • Indigenous Traditional Craft-Making • Story Telling • Traditional Games • Country Food • Traditional Art • Decolonization • Internet Addiction • Sexual Addiction • Diabetes • Diversity • Culturally-Relevant Program Design • Climate Change Impact on Indigenous Way of Life • Disabilities • Resilience and Coping • Child Welfare
Cultural Knowledge and Skills		100 hrs
Cultural/traditional knowledge on topics specific to Indigenous/Indigenous 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		70
Sixties Scoop – Indigenous, Metis and First Nations perspectives		20
Jordan’s Principle and the Indigenous Child First Initiative		10
Knowledge in the Core Functions of a CICSMM II		330 hrs
• Prevention/Health Promotion		20
• Intake and Early Intervention		12
• Screening, Assessment and Evaluation		12
• Care Planning		25
• Supportive Counselling		40
• Case Management		30
• Aftercare		12
• Outreach		12
• Program Management		25
• Crisis Response		20
• Networking		20
• Referral		15
• Supervision		30
• Leadership		15
• Advocacy		15
• Teamwork		12
• Record Keeping and Documentation		15
NOTE: EDUCATION/TRAINING		
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.		