

Indigenous Certification Board of Canada (ICBOC)

Annual Report 2024/2025



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We are very pleased to report on the 2024/2025 fiscal year. The Indigenous Certification Board of Canada has worked hard at familiarizing the staff with the policies and procedures of the organization. We have learned a lot of the methods, reasons and the heart of the ICBOC in the last three years, since moving to Kanehsatake. We now have four constant and dependable workers who work remotely in the Kanien'keha:ka (Mohawk) communities of Kanehsatake and Akwesasne. At the end of this fiscal year through project funds we have been able to onboard a new staff member for the next two years and are pleased to welcome Crissann Thompson from Kanehsatake to the team. This year the Board of Directors approved an additional Board member. We welcome Gilbert Whiteduck from Kitigan Zibi Anishinabeg. He brings years of experience in politics, health care, education, social services, and mental health fields to us.

We must continue to acknowledge the amazing contributions that Giselle Robelin brings to our team with her previous experience as Registrar, Executive Director and Accreditation Specialist. Although Giselle retired in 2021, she has maintained a constant source of knowledge and mentorship to the ICBOC, especially in Accreditation. When the new staff was onboarded in 2022, she was there to guide us into the team we have become. She remains on a "as needed" basis for the accreditation team, and we are so grateful for the wisdom she so gracefully shares with us.

We are excited for the future and to continue working with our valued membership of credentialed workers and specialists as well as the excellent training resources we accredit.

The ICBOC team



ORGANIZATIONAL BACKGROUND

The Indigenous Certification Board of Canada certifies qualified practitioners in addictions, mental wellness, client support and community development. Our certification attests to their professional qualifications and competence.

MISSION

To support and validate helpers' knowledge, skills and competencies that affirm traditional Indigenous cultures and healing practices leading to a compassionate holistic support system for healthy communities.

VISION

Building on the teachings of our Indigenous ancestors, communities have an abundance of recognized traditional knowledge, skills and competencies based on indigenous worldview that supports and validates the indigenous helpers who bring cultural richness for nation wellness and sustainability.

MANDATE

The Indigenous Certification Board of Canada is the nationally designated agency responsible for providing recognized credentialing by way of professional certification, to Canada's Indigenous workers in the unregulated sector of the health and wellness fields. The ICBOC is administered by a Board of Directors, who serve without remuneration.

ICBOC is also tasked with providing professional accreditation services for courses, programs, training, and workshops that meet cultural competence standards. These standards are conceived, developed, delivered, and evaluated, with input and guidance from First Nations, Inuit & Metis professionals from across Canada.

CONTEXT FOR ICBOC'S WORK REGARDING GOVERNANCE AND ORGANIZATIONAL SUSTAINABILITY

ICBOC is a national organization with a management path and sustainability strategy supported by its acquired knowledge and wisdom.

ICBOC's governance, organizational development and sustainability relies on the people, organizations and institutions that believe in, support, and contribute to its vision, mission, objectives as well as the concrete implementation of its strategic plans. These people, organizations and institutions constitute ICBOC's organizational assets, and all ICBOC's efforts documented in this report are focused on strengthening their impact and influence on our organization's evolution.

ICBOC'S KEY ORGANIZATIONAL ASSETS

Our Board of Directors

The six members of the Board of Directors are Keith Leclaire, President, Roy Thunder, Vice President, Wanda Smith, Board Treasurer, Marlene Swears, Board Member, and Jessica Stepp, Board Member and we welcomed our newest member in May of 2024 Gilbert Whiteduck. They are all experts in the professional sectors related to ICBOC's mandates. Their long-standing professional experience equals a sound understanding of the realities that affect the communities, families, and individuals we serve, and of the complex system of interconnected stakeholders with whom ICBOC maintains relationships.

Our Funders

ICBOC's partnerships are based on mutual benefits and reciprocal services. The official partnership we have forged with Health Canada, now Indigenous Services Canada, is founded on the services ICBOC provides to ISC for the achievement of its own strategic plan and the funding ICBOC receives for these services.

Our Partners

We have been reconnecting with our partners. We are working on established official, targeted partnerships with Indigenous organizations who provide specific services that benefit ICBOC's potential and existing members from different Indigenous communities and geolocations, and that support and complement our own range of services.

Our Network

On the same principle, we are restoring relationships with other Indigenous organizations, government, and educational institutions, who share our vision and perspectives on Health, Mental Wellness, Education, and other social issues related to the gaps in the social determinants of health. This network of allies constitutes our community of interest and includes several other Indigenous and non-Indigenous organizations, training providers and employment agencies, Indigenous associations, and communities throughout Canada, with whom we maintain various levels of connection and relationship. These share the same interests, knowledge, and understanding of the Indigenous best practices in the professional and occupational sectors ICBOC covers.

ICBOC Staff

Kelly Gabriel maintains multiple positions such as Executive Director, Registrar, oversee all Accreditation activity, and supervisor of staff/human resources. Without an increase in funding, ICBOC has had to combine positions to offer the services needed. Tess Benedict remains the Executive Administrative Assistant and is also a member of the Accreditation team mentored by Giselle Robelin. Angela Gabriel remains the Pre-Assessment Administration Officer. Crissann Thompson is the Program Assistant working with us on one of the project proposals for the next two years.

ICBOC staff have a full workload. The intention of combining the positions of certain staff is temporary until we can secure additional funding. To maintain our standards, we cannot expect employees to carry this additional workload indefinitely

ORGANIZATIONAL DEVELOPMENT AND SUSTAINABILITY

Managing ICBOC's operational Plan.

Upon the management changes of ICBOC, the Executive Director prioritized reviewing the operational plan. Many changes were made and redefined to meet the current funding reality.

Maintaining ICBOC Registered Charity Status

The registered charity status has not been renewed; preliminary work has been done to gather what financial; documentation and staffing needs would be required. Due to financial limitations, it is unlikely to be reestablished until the budget allows for the onboarding of additional staff.

Managing human resources effectively within available financial resources

We have a team of three full-time and two contract part-time employees. ICBOC has a benefits package for our full-time staff which includes group health insurance and pension.

As of April 1, 2024, all ICBOC employee work is done remotely. It is an extremely unfortunate decision that had to be made for the sole reason that the budget did not allow the cost of a physical office location. The lease was not renewed into this new fiscal year, and we moved any extra furniture/supplies to a rental container.

We maintained a strong governance

Being accountable, transparent, and effective in managing ICBOC's overall operations

The ICBOC's Board of Directors ensured accountability and transparency in the overall ICBOC's operations by holding regular board meetings as follows:

2024/2025 Board Meetings/Discussion meetings	
May 1, 2024	ICBOC Virtual Board Meeting
June 12, 2024	ICBOC Virtual Board Meeting
June 25, 2024	ICBOC Virtual Board Discussion
July 3, 2024	ICBOC Virtual Board Meeting
September 18 th , 2024	ICBOC Virtual Board and AGA
December 12, 2024	ICBOC Virtual Board Discussion
March 19 th , 2025	ICBOC Virtual Board Meeting

Ensuring the recording, updating confidentiality and safety of organizational documents

The team has become familiar with and observed ICBOC policies and protocols:

- Kept and updated the files with ICBOC official organizational and legal documents in electronic form, to ensure their safety and protect their confidentiality. The documentation storage is completely digital.
- Recorded and maintained accurate records related to Board Meetings and Annual General Assembly meetings.
- Implemented the resolutions of the Board as directed.

We enhanced organizational performance and credibility

As a unique national organization, the Indigenous Certification Board of Canada understands that being known as an organization that listens and responds to the needs of its Indigenous stakeholders, is at the core of its sustainability. ICBOC's primary objective in communicating with all its members, clients and the public is to focus on establishing a positive communication environment, characterized by caring, respectful, courteous, timely and effective interactions.

Continuing to implement ICBOC's efficient practices regarding the processing and administration of new applications, equivalent, upgrade, reactivation, recertification and switched certification applications.

Continuing to implement ICBOC's efficient practices regarding the processing of late and archived applications.

Context for ICBOC's Networking Activities

We optimized our outreach and networking in different regions.

As we focus on re-establishing our relationships, we remain in contact with organizations that support us such as Thunderbird Foundation, YSAC and FNHMA. Promoting the value of our culture-based capacity development model and professional certification system to Indigenous peoples, employers, and other stakeholders. We make ourselves visible when the occasion arises at conferences or regional meetings and virtual national meetings. Partnerships are important for us as well as our members.

ICBOC Executive Director/Registrar attended and provided documentation to participants, accrediting training hours for the National Summit on Indigenous Mental Wellness (NSIMW) in Calgary Oct 15 & 16, 2024, as one of the benefits of ICBOC certification and distributed promotional items.



The Executive Director/Registrar and the Pre-Assessment Administration Officer attended the First Nations Health Managers Association conference in Calgary Nov 5-7, 2024, to promote ICBOC certifications.



The Executive Director/Registrar also, provided an in-person presentation on July 4, 2024, to the Cree Health Board in Montreal to the newly hired staff of The Miskasowin Healing Lodge from the Cree community of Chisasibi, QC and presented to the White Buffalo healing lodge staff from Prince Albert, SK on certification in Saskatoon December 11, 2024.



ICBOC provides the following certification as seen in the charts below.

Chart A – ICBOC Certification Nomenclature – NNADAP Certifications

This chart provides the acronyms for the range of ICBOC certifications in the fields of wellness and addiction. All ICBOC certification titles begin with Certified Indigenous.

CIARAS: Attendant in Residential Addiction Services

CICSAW: Client Support Addictions Worker

CIWAW: Wellness and Addictions Worker

CIAS I, II, III: Addictions Specialists level I, II, III

CIAS IV with specializations:

- CIAS IV RG: Responsible Gambling
- CIAS IV FASD: Fetal Alcohol Spectrum Disorder
- CIAS IV CD: Concurrent Disorders

CIAPW: Addictions Prevention Worker

CIAPS: Addictions Prevention Specialist

CICSA: Clinical Supervisor in Addictions

CITLAS: Team Leader in Addiction Services

Chart B – ICBOC Certification Nomenclature – Diabetes Certifications

This chart provides the acronyms for the range of ICBOC certifications in the fields of diabetes.

Diabetes community-based workers

CICD-SW: Certified Indigenous Community Diabetes Support Worker

CICD-SC: Certified Indigenous Community Diabetes Support Coordinator

Diabetes program-based workers

Footcare

CIDP-CSW: Certified Indigenous Diabetes Program Client Services Worker

CIDP-FCC: Certified Indigenous Diabetes Program Foot Care Coordinator - Level I-II-III

Wellness

CIDP-WSW: Certified Indigenous Diabetes Wellness Support Worker

CIDP-WSC: Certified Indigenous Diabetes Wellness Support Coordinator - Level I-II-III

Knowledge Building/Training

CID-KPC: Certified Indigenous Diabetes Knowledge Program Coordinator - Equivalent to a level III

Chart C – ICBOC Certification Nomenclature – Community Support Certifications

This Chart provides the acronyms for the range of ICBOC certifications in the field of Community Support. This certification is offered as an Inuit specific certification and as an Indigenous certification. Both have the same acronym, but the Inuit-specific certification standards and requirements reflect Inuit culture. Certificates clearly indicate the certification awarded.

Inuit-specific certification

CICSW I: Certified Inuit Community Support Worker – Level I

CICSW II: Certified Inuit Community Support Worker – Level II

CICSM I: Certified Inuit Community Support Manager– Level I

CICSW II: Certified Inuit Community Support Manager– Level I

Indigenous Certification

CICSW I: Certified Indigenous Community Support Worker – Level I

CICSW II: Certified Indigenous Community Support Worker – Level II

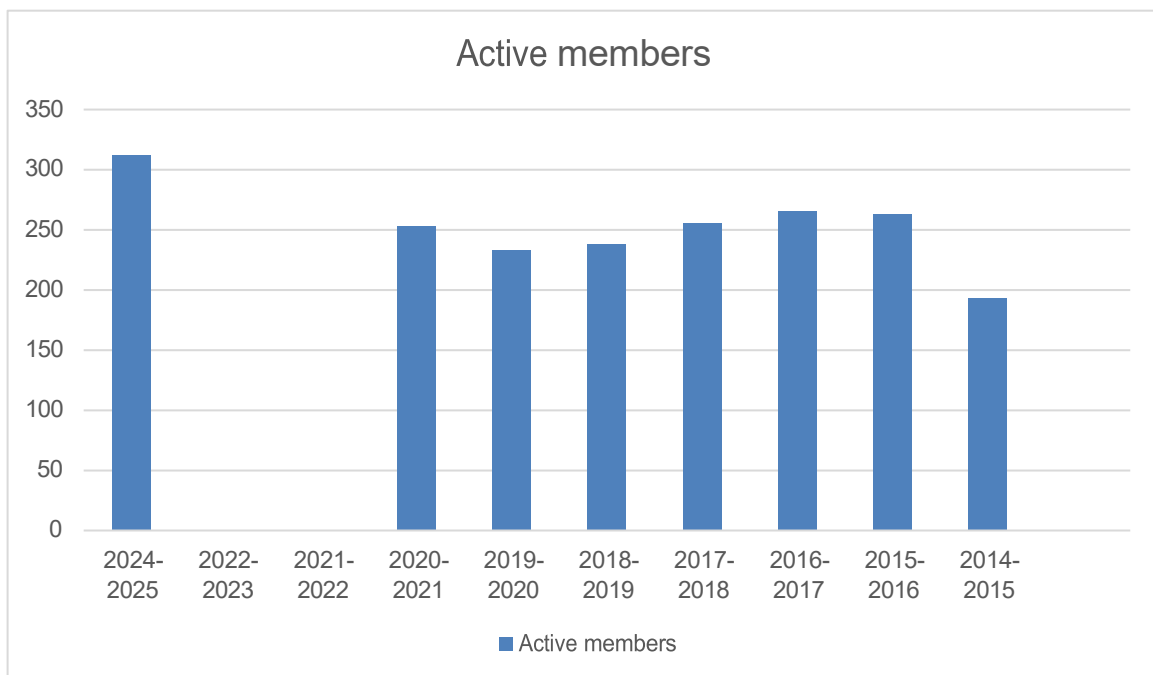
Chart D – ICBOC Certification Nomenclature – Life Coaching Program

This chart provides the acronym for the new Life coaching certification applicable in the province of British Columbia.


CILC: Certified Indigenous Life Coach

Context for ICBOC Certification and Certification Maintenance Work

We maintained and stabilized the ICBOC pool of existing certified members that we have acquired over the years.



- In 2014-2015, we maintained the certification of 193 members.
- in 2015-2016, we maintained the certification of 263 members.
- In 2016-2017, we maintained the certification of 266 members.
- In 2017-2018, we maintained the certification of 256 members.
- In 2018-2019, we maintained the certification of 238 members.
- In 2019-2020, we maintained the certification of 233 members.
- In 2020-2021, we maintained the certification of 253 members.
- In 2021-2022, we did not have statistics due to staff turnover.
- In 2022-2023, we did not have statistics due to staff turnover.
- In 2023-2024, we maintained the certification of 310 members.
- In 2024-2025, we maintained the certification of 312 members.



Our model provides mechanisms for members to advance up through the various levels, and also acquire specialties in areas such as: trauma, fetal disorders, gambling, and concurrent disorders.

In the 2024-25 reporting period we have succeeded in maintaining our membership, this is largely in part to the time and effort being expended by our pre-assessment officer who takes great care in monitoring each certification expiry date and sending reminders out to members who have not yet sent in their recertification applications. The sustainability of our organization depends on maintaining our membership as finding new members can be negated by losing existing ones. Our relentless efforts to administer this system have allowed

us to reinstate existing members with lapsed, incomplete, and even archived certifications.

Contacting this number of members on multiple occasions to ensure their timely recertification represents an ongoing challenge, as the time and efforts spent managing our reminder system increases at the same rhythm as the increase in our overall certified membership.

Encouraging Members for Higher Levels of Certification

We provide guidance to first-time applicants, existing members, supervisors or training managers, who regularly contact us to find out what education/training their staff should obtain, or what certification type/level they should complete, renew, upgrade or switch.

Although the information regarding certification and the application documents are posted on our website, interested workers, and existing certified members, as well as their employers and supervisors, also contact us to enquire about the application that would best fit their situation. We are always at their service to guide them on how to complete applications, or to provide clarification regarding ICBOC certification standards and requirements. We actively encourage these requests, as they save time for both parties, and avoid the need to rectify situations caused by misunderstandings.

Our certification upgrade procedures allow applicants to either apply directly for a higher certification level, or to be granted a higher certification level when they renew with an accumulated minimum of 200 training hours since their first certification, or last recertification or upgrade. This usually happens when that accumulation has occurred over several recertifications or the completion of an education/training program, such as a college certificate or diploma.

However, to obtain an ICBOC certification upgrade, all applicants must also meet the work experience standard required for the higher certification being sought.

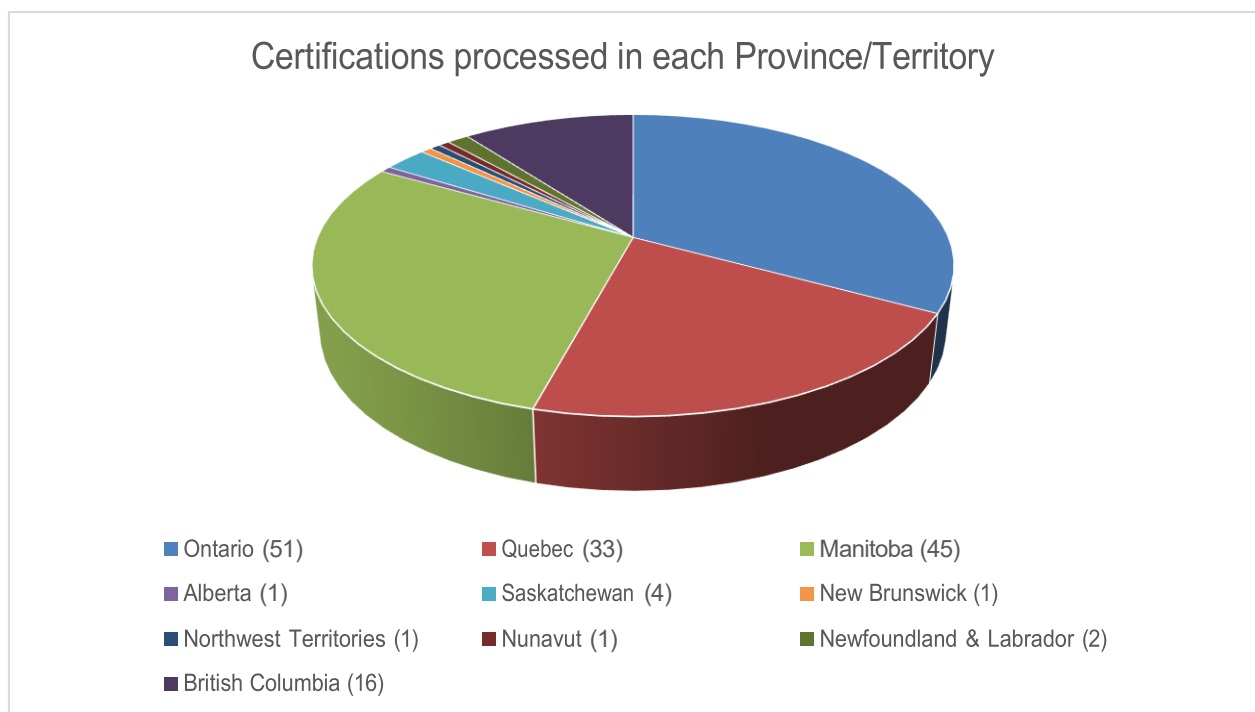
Workforce Capacity Development Model

This increasing demand for professional certification presents enormous opportunities for ICBOC, as thousands of potential new members will be searching for a certification body that can meet their needs. Our Workforce Capacity Development Model is an ideal mechanism for these workers to receive their professional certification. It has been developed and refined over the years to meet increasing demand and has proven to be a very effective process for ensuring that our registrants can demonstrate all the competencies required in a profession.

Context for ICBOC's New Certification Development Work

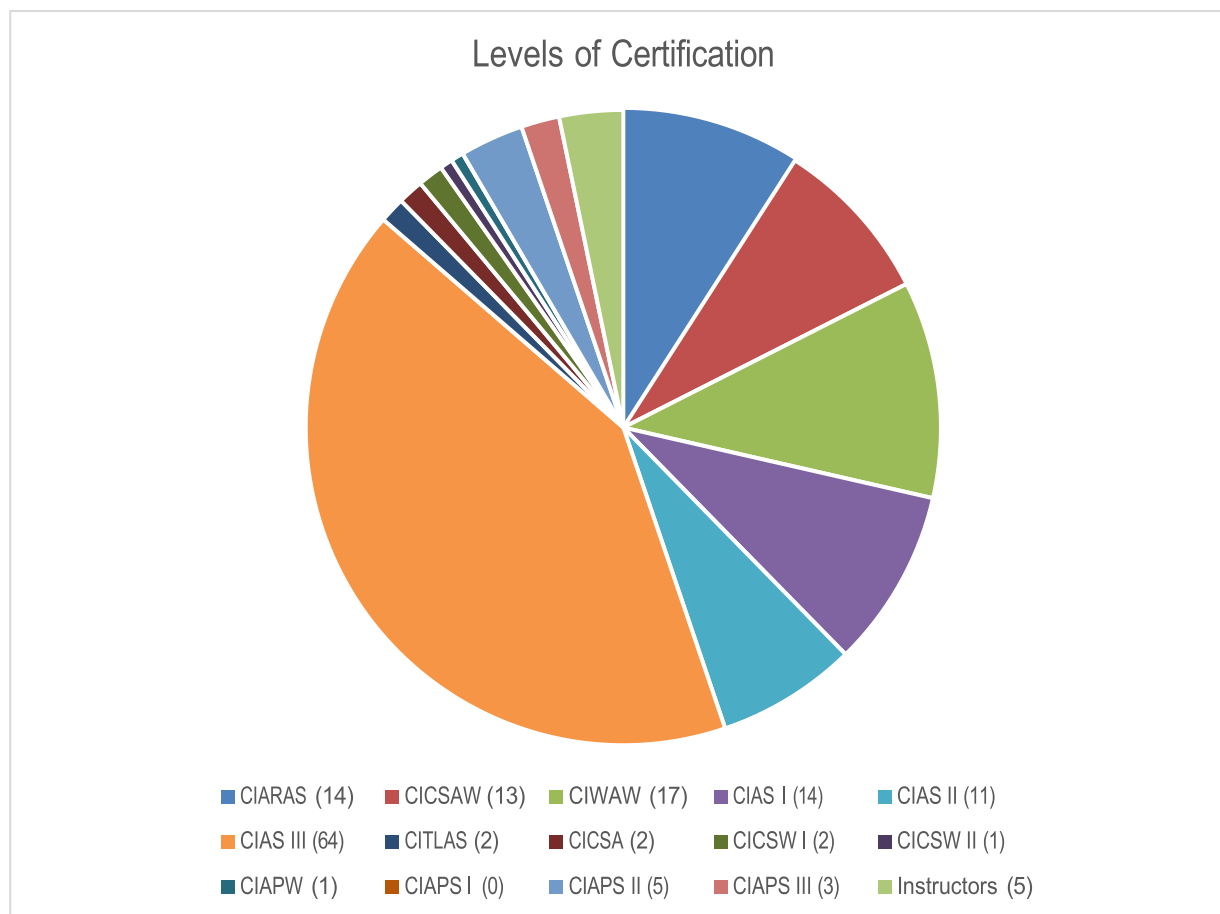
In this fiscal year there have been some developments on new certification. With the assistance of Giselle Robelin we can offer a new certification in Life Coaching. This venture was done with Dr. Delbar Niroushak who has created a program along with the International Coaching Federation. This certification is being offered through completion of her training program and is currently only available in BC. At the time of this publication, we at ICBOC are working on the application and Summary of Standards and will have the documents available soon on our website. The development of new certifications requires a great deal of detailed work. Our step-by-step collaborative process begins with the identification of competencies and concludes with the posting of certification documentation on our website as well as the marketing of the certification itself.

In the fiscal year of 2024 – 2025, the ICBOC office processed 155 certifications, approximately half of our membership, as recertifications are due every two years from the date of issue. They are listed below by Province/Territory.



It is important to note that ICBOC processed more applications in this fiscal year, but the total number of active members only increased by 2. This is due to members allowing their certification to lapse, therefore negating the 42 new certifications granted. Fiscal year 2023-2024 had 132 applications processed and fiscal year 2024-2025 had 155, an increase of 23.

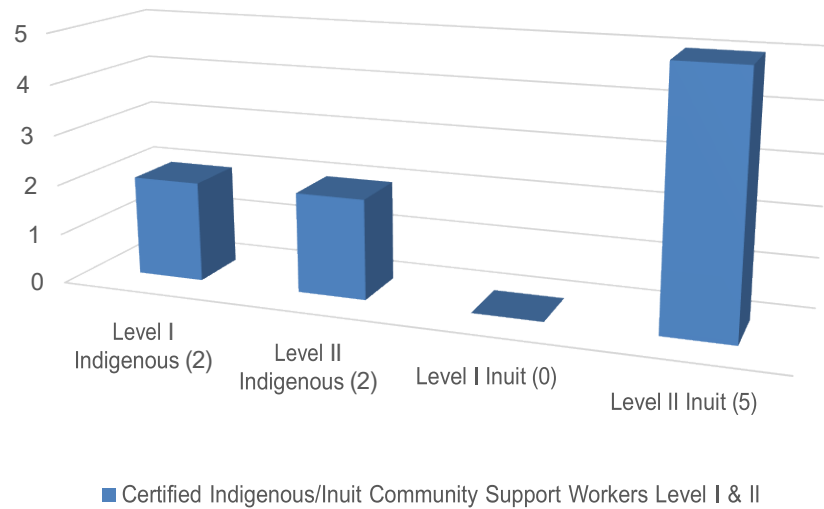
Levels of Certification with Province/Territory breakdown for 2024-2025



Breakdown of certifications levels by Province/Territory

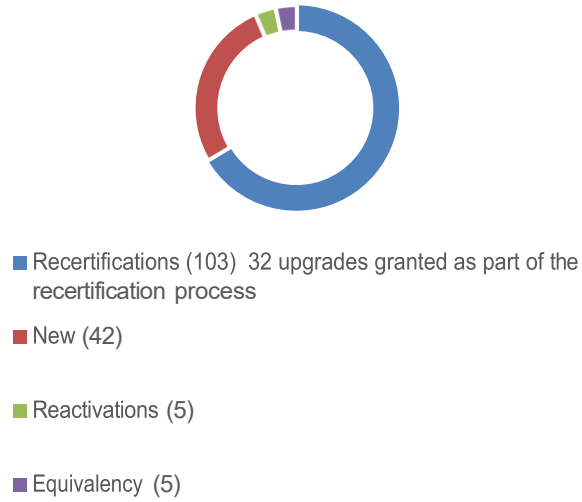
CIARAS	CICSAW	CIWAWA	CIAS I	CIAS II	CIAS III	CITLAS	CICSA	CICSW I	CICSW II	CIAPW	CIAPS I	CIAPS II	CIAPS III	Instructors
ON 5	ON 4	ON 6	ON 6	ON 5	ON 22	MB 1	NL 1	BC 1	MB 1	ON 1		ON 1	ON 1	MB 1
QC 2	QC 6	QC 3	QC 2	QC 1	QC 16	BC 1	QC 1	QC 1				MB 3	MB 2	BC 4
MB 5	MB 3	MB 5	MB 5	MB 4	MB 14							QC 2		
C 2		SK 2	NU 1	BC 1	BC 7									
		NB 1			NWT 1									
					AB 1									
					SK 2									
					NL 1									
14	13	17	14	11	64	2	2	2	1	1	0	5	3	5

Certified Indigenous/Inuit Community Support Workers Level I & II

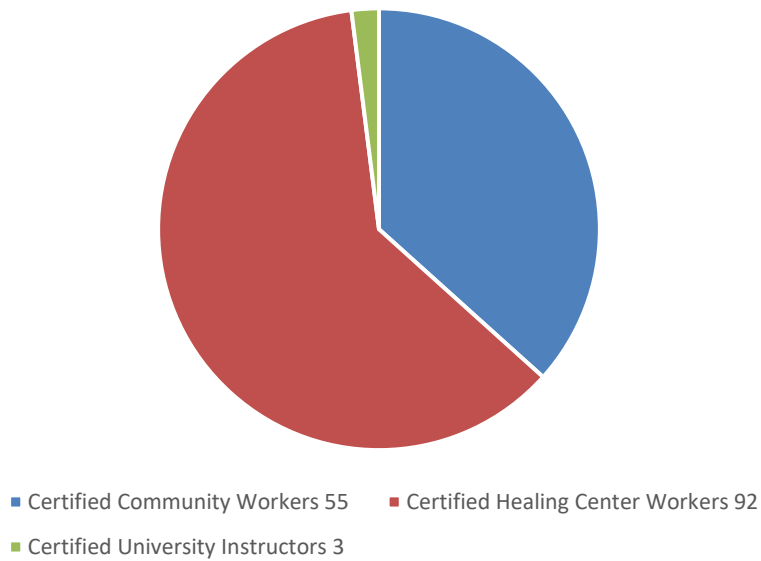


	Certified Indigenous Community Support Worker Level I	Certified Indigenous Community Support Worker Level II	Certified Inuit Community Support Worker Level I	Certified Inuit Community Support Worker Level II
Ontario	0	0	0	5
Alberta	0	1	0	0
British Columbia	1	0	0	0
Quebec	1	0	0	0
Manitoba	0	1	0	0

Type of applications



Community, Healing Center & Instructors for 2024-2025



Accreditation of Educational Programs and Professional Trainings

The chart below describes accreditation that occurred from April 1, 2024, until March 31, 2025

2024/25 ICBOC LIST OF EDUCATION/TRAINING ACCREDITATIONS		
Educational Institutions/organizations/Trainers Name of Program or conference Accredited		
Transglobal Business Group Inc.	The Indigenous Community Development Program	Renewal letter March 3, 2025 expires October 30, 2027
University of the Fraser Valley	Bachelor of Integrated Studies – Indigenous Holistic Wellness and Addictions Program Completion Degree	Renewal letter April 19, 2024 Expires March 23, 2027
Nicola Valley Institute of Technology	Indigenous Holistic Wellness and Addictions Program (IHWA)	Renewal letter October 21, 2024 Expires March 6, 2027
Maritime Business College	Counselling Skills and Social Human Services	Renewal letter September 16, 2024 Expires March 16, 2027
Thunderbird Partnership Foundation	Harm Reduction Approaches & Naloxone Training for First Nations	Accredited April 24, 2024 Expires April 24, 2027
	Pharmacology Train the Trainers Course and Modules	Accredited February 10, 2025 Expires February 10, 2028
Dennis Windigo	Land Based Focused Oriented Therapy	Accredited November 26, 2024 Expires November 26, 2027
Paul Laurie IRecovery	Module1: Case Management – 10 Hours Module 2: Assessment – 10 Hours Module 3: Concurrent Disorders – 10 Hours Module 4: Drug Classes – 10 Hours Module 5: Supervision – 30 Hours Total Accredited - 70 hours	Accredited March 12, 2025 Expires March 12, 2028
Dr. Delbar Niroushak	Life Coaching Program	Accredited January 6 th , 2025 Expires January 6 th , 2027
One time conference or training accreditation		
First Nations Inuit Health, Indigenous Services Canada	2024 National Summit on Indigenous Mental Wellness October 16 th & 17 th , 2024	Accredited October 10th, 2024
Native Horizons	NNADAP Worker Training March 18-21, 2025	Accredited March 12, 2025
Dilico Anishinabek Family Care	2024 NNADAP Healing with Strategy Conference November 5-7, 2024 2025 Community Building Through Collaborative Sharing February 11 – 12, 2025	Accredited August 30, 2024 Accredited January 6, 2025

Context for ICBOC's Accreditation of Education Programs and Professional Trainings

The focus of accreditation is to increase the number of culturally relevant Indigenous and mainstream training programs offered by colleges, universities, and institutions, identify. We have identified institutions that provide programs matching ICBOC certification requirements and accreditation standards or respond to institutions that contact ICBOC to accredit their programs by arranging phone or face-to-face meetings and to, we also identify training providers who offer training (short programs, courses, workshops, seminars, webinars, and online training etc.).... that are relevant to the certification of NNADAP and other workers; contact and provide information; develop/maintain register of accredited training providers. By including accreditation of training courses, programs and workshops into our services allows CBOC a unique view into academia. On more than one occasion, this has allowed us to advise training organizations of the latest trends as well as point our membership into areas of training that have been assessed for their cultural sensitivity and relevance.

ICBOC has accredited NNADAP training conferences across the country, as well as training that NNADAP treatment centres, and NNADAP community-based services contracted from external training providers. We also have accredited training delivered by other providers, when addressed to a majority of NNADAP workers. This service has been offered **pro bono** despite no additional funding, which adds to the strain on our human resources.

Special Project Funds and Activities

Developing a broader funding base

Project 1

No One Left Behind -Sexual Violence Project 2024-2025 IRS RHSP Indigenous Certification Board of Canada

Fiscal year 2024/2025 wraps up the pilot project that began in 2022, initiated by the previous Executive Director. The intention of this project was to seek support to begin capacity building within the Indigenous community in response to the disclosures of sexual violence. The report from Missing and Murdered Indigenous Women and Girls, the #Me Too and the silent voices of residential school children's graves have broken the silence around violence, sexual violence and provided an opportunity to think about holistic processes for healing from sexual violence to create and social change. This project was developed to enhance the skills and competencies of Indigenous helpers.

All three parts of the training were strength focused, trauma informed, and trauma based and were flexible to meet the needs of the participants. It is imperative that facilitators or frontline workers experience the same processes that survivors will in the context of the training. The first week of the sessions focused on the participants experiencing a sexual abuse healing program for six days. Participants had the opportunity to work on their own traumatic issues including sexual violence/abuse and other types of traumas.

The project was repeated in the West and Eastern part of Turtle Island to allow participants easier access to travel and reduced time away from their homes, communities, families and jobs.

Weeks four and five focus on the mentoring and coaching of participants as they deliver a ten-day sexual abuse healing program for community members. In the West, Round Lake Treatment Centre in Armstrong, BC offered a two-week session focused on sexual violence/abuse as part of their regular six-week treatment program, thus making the program eight weeks in duration. Kwala'sta Healing Centre in Port Hardy, BC was the second program in the west that offered the ten-day residential program on sexual violence/abuse. Both healing programs were completed in 2023.

The third and final part of the project that began in 2022, focus during the 2024/25 fiscal year was to provide support and mentoring to the participants in the East on the implementation of a sexual abuse healing process in their communities.

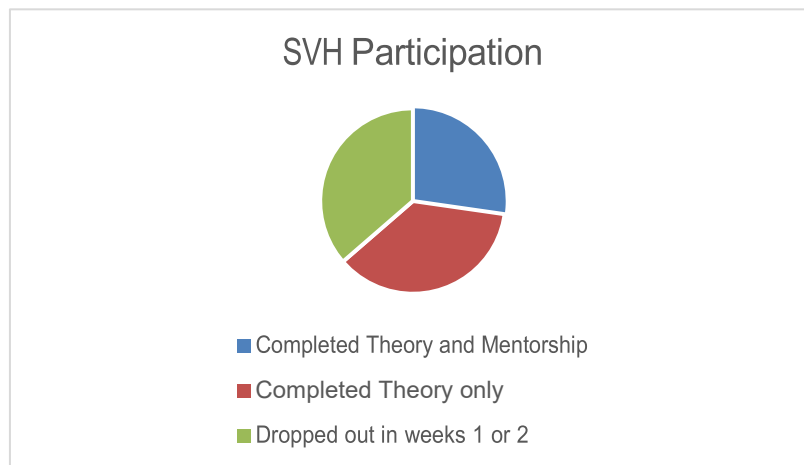
Four Eastern participants completed this phase of the project and benefitted from three days of additional refresher sessions and a clinical mobilization session aiding in the delivery of the participant guided sessions.

In the east, The Native Horizons Treatment Centre was the only participant to provide a ten-day healing program. They worked in conjunction with the two participants from the Onen'to:kon Healing Lodge as they were unable to provide a ten-day program due to scheduling issues but had completed the clinical mobilization session prior to facilitating the ten days with Native Horizons.

All six participants stated that this was the most helpful phase of the project. The coaching/mentoring phase was added to this project to ensure that participants that took the training put it to practical use. The process included each participant developing (with assistance). The coaching/mentoring phase assists the participants to realize that they are capable and have acquired skills to conduct programming. This type of capacity development is the driving force of ICBOC and is incorporated into all activities. Having the mentor Rod Jeffries on site for the program delivery acted as a backup, should there be a need. The mentoring part of the project was concluded with a personalized written assessment of each participant's skills and needed areas of improvement, allowing participants to incorporate feedback into future program delivery. Daily planning and debriefing were held in all locations.

The program introduced twenty-two participants to the topic of healing from sexual abuse and violence and offered tools to improve program delivery. Although not all the participants completed the program, discussions were held that led to awareness of the importance of workers dealing with their own issues to better equip them to offer guidance to others who may be facing similar traumas.

There was a total of eleven participants from the western part of Canada and eleven participants from the eastern part, six completed the entire training program while eight participants dropped out in weeks one or two, eight participants completed the theory only portion. It is not uncommon that a program such as this can trigger uncomfortable emotions leading to participation drop out.



To honor the efforts of each participant, a certificate of participation along with a box of self-care items were given/mailed out to each participant that completed the theory as well as the participants that completed the whole program.

Project 2

For fiscal years 2024/2025 and 2025/2026 ICBOC submitted a proposal to Indigenous Services Canada in the amount of \$50,000.00 yearly and was approved. This project enables ICBOC to pursue activities and expenses not covered by the core funding.

For this fiscal year the project allowed ICBOC staff to travel to conferences mentioned above, work on professional development (Women and Leadership, Law 25 and The First Nations Health Managers Association annual conference), policy reviews (create policies on workplace harassment and privacy laws, and to review the governance policy) continued mentoring by the previous Accreditation Assessor as well as keep up with the continuous translation of the website and documents used by our membership into the French language.


Project 3

An additional project proposal was submitted to the Indian Residential School Resolution Health Support Program First Nations and Inuit Health Branch Indigenous Services Canada (IRS RHSP) Trauma-Informed Health and Cultural Support Program division focusing on accreditation, capacity development of certified members and promotion of ICBOC. The proposal was accepted for \$300, 000 each year for two years.

We received the initial funds in December of 2024 and have begun to meet the objectives, also submitting an unexpended funds form to have year one funds carried into the next fiscal year. The plan was approved.

We have begun some of the objectives such as hiring a Project Assistant and have begun to promote ICBOC's sponsorship for our members to obtain training to maintain their certification or to upgrade their current certification. We have also set into motion the plan to provide identification cards to our membership enabling them to easily enter medical institutions, prisons or any other organization that requires them to identify themselves as certified workers. The identification cards will be issued with every recertification or new certification.

Sponsorship applications



INDIGENOUS CERTIFICATION BOARD OF CANADA
Conseil Autochtone d'Agrement Professionnel Du Canada
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Tel: 450-983-8444 – www.icboc.ca

2025 Mars

CAAPC est à la recherche de membres certifiés qui cherchent des possibilités de formation continue.

Si vous êtes membre des professionnels certifiés de CAAPC et que vous souhaitez faire progresser votre niveau de certification ou que vous avez besoin d'aide pour les heures de recertification, CAAPC pourrait être en mesure de vous parrainer !

À la suite des fonds de projet du programme de soutien en santé - résolution des questions des pensionnats indiens de la Direction générale de la santé des Premières Nations et des Inuits, CAAPC souhaite offrir à ses membres la possibilité de couvrir certaines possibilités de formation. Les membres doivent être en règle pour le renouvellement de leur certification ou être en mesure de mettre à niveau leur certification actuelle.

Si vous souhaitez être parrainé pour obtenir une formation en ligne ou en personne, veuillez remplir le formulaire de demande d'une page et le soumettre au directeur général par courriel: executivedirector@icboc.ca pour approbation.

Veuillez noter qu'il y aura un nombre limité de parrainages disponibles. Il se peut que tout le monde ne soit pas approuvé. Ce sera selon le principe du premier arrivé, premier servi, sur une période de 2 ans. Pour les cours à long terme, nous accepterons 2 opportunités de parrainage cette année 2025-2026 seulement, en raison de l'engagement à long terme et des limites de financement, aucun programme de longue durée ne sera attribué en 2026-2027.

Des exemples de formations pourraient être :


- Participation en ligne au programme de certification des gestionnaires de la santé des Premières Nations – condition préalable au niveau III du SAAT de CAAPC (limité à 2 participants), une entente de parrainage doit être signée et respectée pendant la durée du parrainage.
- Formations en ligne à court terme qui ont un coût, par exemple : Crisis & Trauma Resource Institute (CTRI), iRecovery Works, Jack Hirose, etc.

Aucun remboursement ne sera accordé à moins que CAAPC n'ait approuvé la formation avant.

In the Spirit of Healing,



Kelly Gabriel
Executive Director and Registrar



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Tel: 450-983-8444 – www.icboc.ca

Training sponsorship application

Date: _____ Name of participant: _____

Certification number: _____ Level of certification and expiry date: _____

Online or in person training request: _____

Cost of training: _____

Are travel/accommodations needed? If so, *additional details/conditions will be required: _____

Training title and presenter, date(s) of training: _____

Brief description of training or attach outline/web information: _____

Benefit of attendance, in relation to your certification and employment: _____

Signature, by signing this application you agree that ICBOC may use your name/picture on their website/social media and/or include your name/training in our reporting to ISC: _____


Date: _____

*travel/accommodations will be reimbursed upon submission of ICBOC travel claim form and reimbursement conditions.


Lengthy (many months of commitment) trainings will require a sponsorship agreement to be signed and adhered to by the participant. No reimbursements will be issued unless ICBOC has approved the training prior to payment/attendance of participant. ICBOC reserves the right to accept or reject any training opportunity submissions.

It is our hope that you uphold the vision of the Indigenous Certification Board of Canada. Our vision thus far is "Building on the teachings of our indigenous ancestors, communities have an abundance of recognized traditional knowledge, skills and competencies based on indigenous worldview that supports and validates the indigenous helpers who bring cultural richness for nation wellness and sustainability."

In the Spirit of Healing,



Kelly Gabriel
Executive Director and Registrar



INDIGENOUS CERTIFICATION BOARD OF CANADA
P.O. Box 3999
Kanehsatake, QC
J0N 1E0
Email: executivedirector@icboc.ca & registrar@icboc.ca
Tel: 450-983-8444 – www.icboc.ca

March 2025

ICBOC is looking for certified members who are interested in seeking continuing education opportunities.

If you are a member of ICBOC's certified professionals and are interested in advancing your certification level or need assistance with recertification hours, ICBOC may be able to sponsor you!

As a result of project funds from Indian Residential School Resolution Health Support Program First Nations and Inuit Health Branch, ICBOC wishes to extend the possibility to cover some potential training opportunities to our membership. Members must be in good standing for recertification or be in the position to upgrade their current certification.

If you are interested in becoming sponsored to obtain on-line or in person training, please complete the 1 page application and submit to the Executive Director by email: executivedirector@icboc.ca for review.

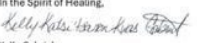
Please be aware that there will be a limited number of sponsorships available. Not everyone may be approved. This will be on a first come first served basis, over a 2-year period. For long-term courses we will accept 2 sponsorship opportunities this year 2025-2026 only, due to the long-term commitment and funding limitations no lengthy programs will be awarded in 2026-2027.

Examples of trainings could be:

- On-line attendance of First Nations Health Managers Certification program – prerequisite of ICBOC's CIAS level III (limited to 2 participants) a sponsorship agreement must be signed and adhered to for the duration of the sponsorship.
- On-line short-term trainings that are at a cost, for example: Crisis & Trauma Resource Institute (CTRI), iRecovery Works, Jack Hirose, etc....

No reimbursements will be issued unless ICBOC has approved the training prior to payment/attendance of participant.

In the Spirit of Healing,



Kelly Gabriel
Executive Director and Registrar



INDIGENOUS CERTIFICATION BOARD OF CANADA
Conseil Autochtone d'Agrement Professionnel Du Canada
P.O. Box 3999
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Tel: 450-983-8444 – www.icboc.ca

Demande de parrainage de formation

Date: _____ Nom du participant: _____

Numéro de certification: _____ Niveau de certification et date d'expiration: _____

Demande de formation en ligne ou en personne: _____

Coût de la formation: _____

Des frais de déplacement ou d'hébergement sont-ils nécessaires ? Si c'est le cas, *des détails/conditions supplémentaires seront requis: _____

Titre et présentateur de la formation, date(s) de la formation: _____

Breve description de la formation ou joindre un plan/informations Web: _____

Bénéfice de la présence, en lien avec votre certification et votre emploi: _____

Signature, en signant cette demande, vous acceptez que CAAPC puisse utiliser votre nom et votre photo sur son site Web ou ses médias sociaux et/ou inclure votre nom ou votre formation dans nos rapports à SAC: _____

Date: _____

*Les frais de déplacement et d'hébergement seront remboursés sur présentation du formulaire de demande de remboursement de frais de déplacement de CAAPC et des conditions de remboursement.

Les formations longues (plusieurs mois d'engagement) nécessiteront la signature et l'adhésion du participant. Aucun remboursement ne sera accordé à moins que CAAPC n'ait approuvé la formation avant le paiement ou la participation du participant. CAAPC se réserve le droit d'accepter ou de refuser toute soumission d'opportunité de formation.

Nous espérons que vous défendrez la vision du Conseil Autochtone d'Agrement Professionnel du Canada. Notre vision jusqu'à présent est la suivante: « En s'appuyant sur les enseignements de nos ancêtres autochtones, les communautés disposent d'une abondance de connaissances, d'aptitudes et de compétences traditionnelles reconnues fondées sur une vision du monde autochtone qui soutient et valide les aidants autochtones qui apportent une richesse culturelle au bien-être et à la durabilité de la nation. »

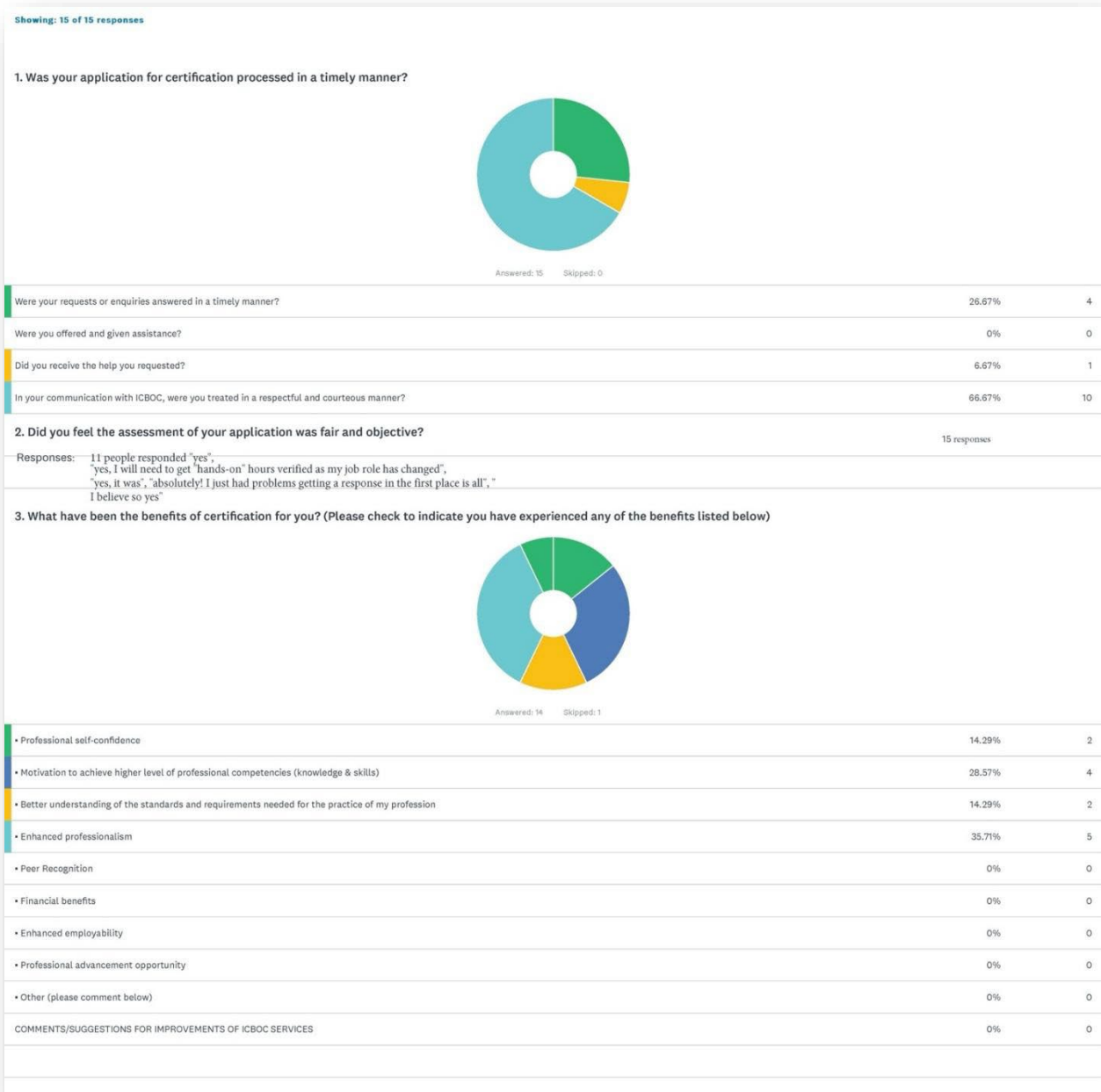
In the Spirit of Healing,



Kelly Gabriel
Executive Director and Registrar

Communication

A satisfaction survey was conducted in February of 2025



Critical need for additional financial support

To meet the escalating demand for certification and accreditation services, ICBOC requires additional financial support from Indigenous Services Canada. We simply cannot take advantage of opportunities to move toward self-sufficiency, without more staff, and a robust infrastructure, to ensure that the Indigenous Certification Board of Canada can maximize the workforce capacity of the health/wellness across the country, for many years to come. Additional funds will acknowledge the continued success of ICBOC and demonstrate the government's commitment to supporting Indigenous workforce development across Canada. It will also ensure that as new members from related fields begin their certification process, ICBOC will be able to properly meet the demand for new certifications, in the same timely and efficient manner, as well as our existing membership. The ICBOC team is very committed to the mandate of our organization. There is a need to expand, but we are limited by what can realistically be accomplished with the present funding and resources needed to meet the standards of a national organization to adequately service our membership.

This report marks the end of the activities pursued in the year 2024/2025.

