

DIRECTORY OF ICBOC-ACCREDITED  
TRAINING PROGRAMS OFFERED BY  
UNIVERSITIES, COLLEGES, INSTITUTES,  
TRAINING ORGANIZATIONS AND  
INDEPENDENT TRAINERS  
2024-2025



ICBOC

P.O. Box 3999 Kanesatake Quebec J0N 1E0

One of the Indigenous Certification Board of Canada's mandates is to ensure that unregulated Indigenous workers employed in the addiction, mental wellness, and health fields, as well as in occupations related to the gaps in the determinant's fields, have access to education and/or training that is culturally competent, culturally safe and that matches ICBOC's professional certification standards and requirements.

The training/education accredited by ICBOC provides existing and aspiring Indigenous workers with the opportunity to meet the standards and requirements that lead to national professional credentials in the sectors covered by ICBOC's range of certifications.

The professional certifications granted by ICBOC attest to the professional, technical, and cultural knowledge, skills, and attitude required of Indigenous workers in performing the duties and responsibilities associated with the services they provide to their indigenous clients, families, and communities.

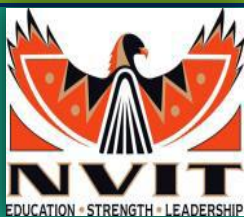
This attestation is an asset to any Indigenous worker seeking employment in the specific field covered by their ICBOC certification.

We are therefore always interested in receiving applications from Universities, Colleges, Institutes, and Training Companies interested in adding their programs to our Directory of ICBOC-Accredited Education and Training Programs, to support the professional development of Indigenous workers and to enhance their employment opportunities.

If you are interested in applying for the accreditation of your program, we welcome your inquiries and encourage you to communicate with us. Please contact the ICBOC Executive Administrative Assistant by email at [adminasst@icboc.ca](mailto:adminasst@icboc.ca).

Graduates of accredited programs are automatically eligible for professional certification, provided they meet the work experience standards and requirements for the certification they are eligible for.

## BRITISH COLUMBIA



## THE HOME OF ABORIGINAL PUBLIC POST-SECONDARY

### NVIT Indigenous Holistic Wellness and Addictions Program

<b>Nicola Valley Institute of Technology (NVIT)</b>	200-4355 Mathissi Place Burnaby, BC V5G 4S8	<b>Phone:</b> 1-250-378-3300	<b>Program Contact:</b> Jessica Stepp, Department Head	<b>Email:</b> <a href="mailto:jstepp@nvit.ca">jstepp@nvit.ca</a> <b>Toll-free:</b> 1-877-682-3300.
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<b>Program Web page</b>	<a href="https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/">https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/</a>
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<b>Date of original accreditation</b>	March 06, 2013	<b>Renewals</b>	3 years	<b>Accreditation Expiry Date</b>	March 06, 2027	<b>Renewal date</b>	October 21, 2024
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<b>Name of accredited Program</b>	Indigenous Holistic Wellness and Addictions Program
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<b>Program type</b>			<b>Credential Type</b>
			Certificate / Diploma / Advanced Diploma
	<b>Certificate</b>	<b>Program Duration</b>	<b>Credits</b> 33.0 / 66.0 / 96.0 <b>Program Duration</b>
			1 year / 2 years / 3 years

<b>Link to the program</b>	<a href="https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/">https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/</a>
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### ICBOC EQUIVALENT CERTIFICATION GRANTED ON GRADUATION

Students graduating with an Indigenous Holistic Wellness and Addiction **certificate** will be granted certification as an **Indigenous Certified Indigenous Holistic Wellness and Addiction worker**, provided they can demonstrate 2000 hours (1 year) of work experience in the field of wellness and addictions.

Graduates who do not have a full year of work experience in a permanent position, but who have accumulated one year (2000 hours) of work experience through a variety of means (full-time, part-time, casual, contractual work, practicum, volunteer) are eligible for ICBOC's Certified Indigenous Wellness and Addictions certification. Applicants with additional training acquired outside this program might obtain a higher certification level.



### STUDENTS SUPPORT

When we take a historical peek into how our Aboriginal communities worked to maintain a healthy and balanced life, we see that at the heart of this movement sat a loving, intelligent, and courageous group. This group was the Elders of the community in our close-knit community at NVIT. We are very proud to say this still holds true. NVIT Elders' Council consists of 18 members between the Merritt and Vancouver campuses. They come from different backgrounds and nations throughout British Columbia. To know more, please visit <https://nvit.ca/about/elderscouncil.htm>

### ELDERS' MESSAGE

*"The NVIT Elders Council is here to support the students as they embark on their journey to a higher education. For generations, Elders have passed on their knowledge, culture, tradition, and wisdom, as we are now passing on to you."*

*We are here to assist and support students' success, whether it is spiritually, mentally, emotionally, to be a grandparent, to comfort you or to be there when you need to talk. It is very important for us to be here for you as you grow and keep moving forward on your journey. It is only when we can unwrap the past that we will also embody our healing and the gift that NVIT is. That is the journey."*

## THE INDIGENOUS HOLISTIC WELLNESS AND ADDICTION WORKER PROGRAM GLOBAL OVERVIEW

The Indigenous Holistic Wellness and Addiction Worker program provides the core skills required for First Nations Wellness and Addictions Workers, including Aboriginal-specific content. This program will assist individuals who are currently Alcohol and Drug Counsellors and/or Addictions Workers, who may need to obtain professional development to meet job requirements. Additionally, this program is open to individuals seeking employment in the addictions field.

Graduates of the Indigenous Holistic Wellness and Addiction Worker Program will be able to:

- Practice in a broad variety of settings, including Aboriginal Treatment Centres, Friendship Centres, Aboriginal Health Centres, Aboriginal Communities, and Organizations.
- Understand the processes and interconnections of human, family, organizational, and community development in relation to Addictions.
- Understand how systemic forces influence Aboriginal individuals, families, and community dynamics to both promote and impair self-determination, Aboriginal community relations, and relations with other Canadians through provincial and federal authorities relating to Addictions.
- Describe, analyze, and critique knowledge, as well as skills and approaches for Chemical Addiction Workers and their practice.
- Articulate personal and professional ethical conduct consistent with Aboriginal values, beliefs, and professional Chemical Addiction Worker code of ethics.

Graduates of this program may find employment in the growing field of addictions counselling. Their work will be mainly with adults but may also include working with children, youth, and families. Employment may be in agencies such as health centres and rehabilitation facilities, treatment centres, or Aboriginal agencies.

## 1. NVIT Indigenous Holistic Wellness and Addiction Certificate

### PROGRAM COURSES

STSC 101	Strategies for Success	ACHD 129	Introduction to Aboriginal Family and Counseling Systems
ENGL 110	College Composition	ADCT 103	Introduction to Mental Health
ACHD 126	Self, Health, and Wellness	ADCT 104	Case Management
ACHD 224	Addiction and Recovery	ADCT 200	Pharmacology & Psychoactive Chemicals
ADCT 200	Pharmacology and Psychoactive Drugs	ENGL 110	College Composition
ADCT 102	Psychology, Understanding Human Behaviour	SOCI 133	Group Dynamics
ADCT 101	Counselling Skills, Processes, Theory and Methods		

### TO APPLY FOR ICBOC PROFESSIONAL CERTIFICATION

Contact the ICBOC's office at 450-983-8444 or by email at [registrar@icboc.ca](mailto:registrar@icboc.ca)

## 2. NVIT Indigenous Holistic Wellness and Addiction Certificate

Program Web page		<a href="https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/">https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/</a>						
Date of original accreditation		March 06, 2013	Renewals	3 years	Accreditation Expiry Date	March 30, 2025	Renewal date	March 7, 2027
Name of accredited Program		Indigenous Holistic Wellness and Addiction Program						
Program type	Diploma	Program Duration	2 years of full-time study. 20 courses and one supervised field practicum (200 hours). 45 contact hours for each course for a total of 650 hours.					
Link to the program		<a href="https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/">https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/</a>						

### ICBOC EQUIVALENT CERTIFICATION GRANTED ON GRADUATION

Students graduating with an Indigenous Holistic Wellness and Addictions **certificate** will be granted certification as an **Indigenous Certified Addictions Specialist at level I**, provided they can demonstrate 2000 hours (1 year) of work experience in the field of wellness and addictions.

Graduates who do not have a full year of work experience in a permanent position, but who have accumulated one year (2000 hours) of work experience through a variety of means (full-time, part-time, casual, contractual work, practicum, volunteer) are eligible for ICBOC's Certified Indigenous Wellness and Addictions certification. Applicants with additional training acquired outside this program might obtain a higher certification level.



### DIPLOMA PROGRAM OVERVIEW

An Indigenous Holistic Wellness and Addiction Diploma will be granted to students who successfully maintain a minimum GPA of 2.00 and complete the prescribed 63 credits in the NVIT Chemical Addiction Worker Program. The Diploma consists of 20 courses and one supervised field practicum (200 hours). Each course will consist of a minimum of 45 student/instructor contact hours and include assignments and examinations. Learners may be assessed for how prior learning meets the program and course learning outcomes. The program may be delivered flexibly in Aboriginal communities as determined by NVIT in conjunction with those community partners.

### PROGRAM COURSES

ACHD 223	Current Issues in Health
ACHD 228	Case Management: Roles & Responsibilities of Community Health
ACHD 230	Mental Health, Wellness, and Challenges
ADCT 105	Sociology of Aboriginal Communities
ADCT 203	Special issues in Counselling
ADCT 205	Practicum - Directed Practice in Addictions Counselling
ADCT 204	Advanced Counselling
ADCT 294	Ethics and the Law
PSYC 115	Adolescence and Addiction
PSYC 225	Historical Trauma on First Nations' People
STAT 203	Introduction to Statistics for the Social Sciences
IHWA 250	Relapse Prevention

### TO APPLY FOR ICBOC PROFESSIONAL CERTIFICATION

Contact the ICBOC's office at 450-983-8444 or by email at [registrar@icboc.ca](mailto:registrar@icboc.ca)

## 3. Indigenous Holistic Wellness and Addiction Advanced Diploma

Program Web page		<a href="https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/">https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/</a>						
Date of original accreditation		March 06, 2013	Renewals	3 years	Accreditation Expiry Date	March 30, 2025	Renewal date	March 7, 2027
Name of accredited Program		Indigenous Holistic Wellness and Addiction (see Holistic Addiction and Wellness Worker program)						
Program type	Advanced Diploma	Program Duration		3 years full-time study. 30 courses of 45 contact hours, including assignments and examinations for a total of 1,100 hours.				
Link to the program		<a href="https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/">https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/</a>						

### ICBOC EQUIVALENT CERTIFICATION GRANTED ON GRADUATION

Students graduating with an Indigenous Holistic Wellness and Addiction **Advanced Diploma certificate** will be granted certification at a minimum as an **Indigenous Certified Addictions Specialist at level II**, provided they can demonstrate 6000 hours (3 years) of full-time paid work experience in the field of wellness and addictions.

Applicants with additional training acquired outside this advanced diploma program might obtain a higher certification level.

### ADVANCED DIPLOMA PROGRAM OVERVIEW

The Indigenous Holistic Wellness and Addiction Worker Advanced Diploma provide core skills required for National Native Alcohol and Drug Abuse Program (NNADAP) Treatment Centre Counsellors and Community Prevention Workers and includes Aboriginal-specific content.

This program will assist individuals who are currently Alcohol and Drug Counsellors and/or Addictions Workers and may need to obtain professional development to meet job requirements. Additionally, this program is open to individuals seeking employment in the addictions field.

### PROGRAM COURSES

IHWA 320	Case Management: Roles & Responsibilities of Community Health
IHWA 324	Addiction and Nutrition
IHWA 327	Bloodborne Pathogens
IHWA 333	Psychosocial Trauma Healing, Addiction Theory
IHWA 334	Relapse Prevention
IHWA 335	Working with FASD in Aboriginal Communities
IHWA 339	Cultural Perspectives on Stress and Trauma

IHWA 360	Community Engagement in Health
IHWA 361	Negotiations and Contract Management in Health and Addictions
IHWA 380	Project Management in Health and Addictions
IHWA 382	Proposal Writing in Health and Addictions

### TO APPLY FOR ICBOC PROFESSIONAL CERTIFICATION

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## BRITISH COLUMBIA



### TRANSGLOBAL BUSINESS GROUP INC. OHO EDUCATIONAL SERVICES

Transglobal Business Group Inc. OHO Education	5271 Laguna Way, Nanaimo, BC V9T 5L7			Phone: 250-751-1555 Toll free: 1 866 753 1819	Program Contact: Judy Michaud	Email: <a href="mailto:michaudj@telus.net">michaudj@telus.net</a> Tel: 250-618-7719	
Program Web page	<a href="http://transglobalbusinessgroup.ca/indigenous-educators-program/">http://transglobalbusinessgroup.ca/indigenous-educators-program/</a>						
Date of original accreditation	April 21, 2021	Renewals	3 yrs	Latest Expiry Date	March 3, 2025	Renewal date	October 30, 2027
Name of the accredited Program	Indigenous Educators Program			Format	Combined online and in-person delivery		
Program type	Certificate	Duration	7 months	Part-time, Recorded training calls available 24/7			
Link to the program	<a href="https://docs.google.com/forms/d/e/1FAIpQLSeAQi3cUBT0MYkpX4Der-cDuF0NI9641YM-S56nrUf_kvmaG/viewform">https://docs.google.com/forms/d/e/1FAIpQLSeAQi3cUBT0MYkpX4Der-cDuF0NI9641YM-S56nrUf_kvmaG/viewform</a>						

### ICBOC EQUIVALENT CERTIFICATION GRANTED ON GRADUATION

Graduates from the Indigenous Educators Program have the required professional experience standard for ICBOC's credential as Certified Indigenous Community Educator certification (CICE). This certification has been deemed to represent the first level of this certification (CICE).

Each holder of this certification will be able to apply for a certification upgrade to a CICE level II after additional years of further education and training, focused on the specialization topic they wish to teach. ICBOC is planning to offer two such specializations in 2024, at two levels.

- Certified Indigenous community language Educator – CICLE Level I and II – Specialized in an Indigenous language (to be specified in certification title)
- Certified Indigenous community cultural Educator – CICE Level I and II – Specialized in Indigenous Culture (to be specified in certification title)

### STUDENTS SUPPORT

This online program was designed to meet the needs of Indigenous people in Canada. The need for access to education in communities has never been higher. It focuses on how to customize education initiatives that can support the community's skills development needs. In this program, you will follow a system on how to research, develop and design programs that solve the problems members of the community face, and then how to develop training initiatives to address these needs. By following a system, Educators will learn how to find viable and affordable solutions for education that meet community members' needs promptly. This program provides practical, hands-on experience, where you, as an Educator, will work on designing courses and programs, giving you the experience you need to support communities and their members.

This certificate program has been designed to support people who are passionate about helping Indigenous people and their communities. It welcomes heart-centered, passionate, enthusiastic instructors who want to support and educate people in their community by sharing their knowledge in a variety of topics.

The Indigenous Educator Program has been custom-designed to provide participants with all the tools they need to begin their community educator career, if that is what they are aiming for. The skills learned in this program are transferable skills that many employers are looking for when hiring today. This program is meant to lead to the development of follow-up ICBOC certification as Indigenous Community Language Educators and Certified Indigenous Community Cultural Educators

### INDIGENOUS COMMUNITY DEVELOPMENT PROGRAM (ICDP)

This program is a combined online course with virtual live weekly training sessions. In each live session, you will have access to two educators, interactive breakout sessions, case studies, worksheets, and more. Training also includes group coaching and mentoring sessions where you can get support for your individual and team assignments. Your online training portal will include downloadable documents, worksheets, handouts, lesson examples, presentations, and a library of resources you will need to design your quality presentation, course, or event. All training calls will be recorded and uploaded to your student portal, so no need to worry if you miss a live training event; you can catch up 24/7. You will work together on teams developing virtual live events from the ground up with external support staff to help you along the way, giving you real-time experience in new trends and ways of learning in today's market. In this program, you will also learn several new software programs and online tech tools for graphic design, branding, course development, video production, audio production, development of handouts, designing landing pages for events, and presentation materials, and more. Tools all educators need today.

### INDIGENOUS EDUCATOR PROGRAM CERTIFICATE

#### MAIN PROGRAM COURSES

**IEP 100** - The Foundation of Indigenous Education  
**IEP 200** - Delivering Dynamic Training Lessons and Workshops  
**IEP 210** - Media & Technology Usage in the Classroom  
**IEP 220** - Instructional Techniques & Delivery  
**IIP 230** - Best Practices for Providing Education Initiatives to Indigenous Communities, Groups, and Organizations  
**IIP 240** - Wrapping it all up – Working Together

#### ADDITIONAL PROGRAM COURSES

**COURSE 7** - Photography - Images and Modifications  
**COURSE 8** - Online Graphic Design Tools  
**COURSE 9** - Communication - Reading Body Language  
**COURSE 10** - Preparing PowerPoint Presentations

#### TO APPLY FOR ICBOC PROFESSIONAL CERTIFICATION

Graduates who have completed this program will automatically be granted their professional certification with ICBOC. Please note that a certification application must still be submitted. If you have any questions, please contact the ICBOC's office at

Contact the ICBOC's office at email: [registrar@icboc.ca](mailto:registrar@icboc.ca)

Tel: 450-983-8444 – [www.icboc.ca](http://www.icboc.ca)



Address		33844 King Rd. Abbotsford, B.C. V2S 7M8	Phone: 604 504 7441		Program Contact		Ken Brealey, PhD, Associate Dean of Faculty, College of Arts Email: <a href="mailto:ken.brealey@ufv.ca">ken.brealey@ufv.ca</a>	
Program Web page		<a href="http://www.ufv.ca/calendar/current/ProgramsF-L/GEN_BGS.htm">http://www.ufv.ca/calendar/current/ProgramsF-L/GEN_BGS.htm</a>						
Original accreditation date		March 23, 2015	Renewals	3 years	Latest Expiry Date	March 23, 2027	Renewal date	03/23/2027
Name of accredited Program		Bachelor of General Studies (BGS) – Indigenous Holistic Wellness and Addictions Program in partnership with NVIT Completion Degree						
Program type	Bachelor	Program Duration		1 year – Specially developed for NVIT IHWA Program Graduate cohorts				

**ICBOC EQUIVALENT CERTIFICATION GRANTED ON GRADUATION**

Students graduating from the University of the Fraser Valley **Bachelor of General Studies (BGS) – Indigenous Holistic Wellness and Addictions Program Completion Degree** will be granted certification **at a minimum** as an Indigenous Certified Addictions Specialist at level II, provided they can demonstrate 2000 hours (1 year) of full-time paid work experience in the field of wellness and addictions. Certification as an Indigenous Certified Addictions Specialist at level III can be granted if the applicant has the required years of work experience and the required training hours in relevant topics for this certification level.

## INDIGENOUS STUDENTS SUPPORT



*The University of the Fraser Valley is situated on the unceded traditional territory of the Stó:lō peoples. The Stó:lō have an intrinsic relationship with what they refer to as S'olh Temexw (Our Sacred Land); therefore, we express our gratitude and respect for the honour of living and working in this territory.*

curriculum.

The University of the Fraser Valley provides a wide range of support services to indigenous students as part of its indigenization program. UFV recognizes and honours the contribution that Aboriginal people have made – and continue to make – to our community. The university supports Indigenous learners and seeks to incorporate indigenous ways of knowing in the

It is with great pleasure and pride that we welcome you to the traditional unceded Territory of the Sto:lo Nation and to S'olh Shxwleli, "Our Place" or the UFV Indigenous Student Centre. Within these traditional lands exist 24 member bands. Our Indigenous students include those who self-identify as First Nations status & non-status, Metis or Inuit.



## INDIGENOUS STUDENT CENTRE



## INDIGENOUS AFFAIRS OFFICE

The purpose of our Indigenous Student Centre is to provide easy-access resources and a friendly, home-away-from-home environment to help our students in reaching their maximum potential. We work to provide cultural and academic support, to help bridge the gap between the University and Indigenous peoples, and to help

facilitate the Indigenization of our Academy.

The Indigenous Affairs Office was established in the Summer of 2009 in response to the recommendations of the Aboriginal Community Council and the Indigenizing Goals and Actions document. The Office reports to the Vice Provost and Associate Vice-President, Academic, and is the primary point of contact in the development of a Department of Indigenous Affairs at the university.

## PROGRAM OVERVIEW

The University of the Fraser Valley teamed up with the Nicola Valley Institute of Technology to enable participants in an NVIT diploma program to earn a Bachelor of General Studies degree. NVIT is a British Columbia public post-secondary institution governed by the Aboriginal community and serving primarily Aboriginal students. Graduates of the three-year Indigenous Holistic Wellness and Addictions program were offered the opportunity to earn their BGS degree. The program was facilitated by UFV associate dean of arts Ken Brealey.

Graduates who have completed NVIT's Indigenous Holistic Wellness and Addictions Certificate Program, Chemical Addictions Workers Diploma, and Advanced Diploma register for the Bachelor of General Studies at the University of the Fraser Valley. The UFB Bachelor of General Studies is a full-time program of 30-31 upper-level credits distributed across eight courses and delivered in one-week (six-day) blocks over eight consecutive months. These 30-31 credits constitute what amounts to the fourth year of a BGS for which the first three years and 90 credits are delivered by Nicola Valley Institute of Technology (NVIT).

The program's courses are guided by the philosophies of teaching and learning embedded in the Medicine Wheel and Red Road. Students are taught from a holistic pedagogy that respects and centers Indigenous ways of knowing, researching, and doing. Such methods include, but are not limited to, experiential learning, circle-work for learning, story-work, elder teachings, guest visits, in-class discussion, focus groups, talk-back, and group presentations, as well as essay and report writing. The courses do not require examinations in the normal sense of that term; rather, these methods are designed to get at UFV learning outcomes of enhanced communication skills, cross-disciplinary and cross-cultural thinking, self-empowerment, critical thinking, community relevance, and citizenship.

## INDIGENOUS HOLISTIC WELLNESS AND ADDICTIONS CERTIFICATE COURSES

STSC 101	Strategies for Success
ENGL 110	College Composition



ACHD 126	Self, Health, and Wellness
ACHD 224	Addiction and Recovery
ADCT 200	Pharmacology and Psychoactive Drugs
ADCT 102	Psychology, Understanding Human Behaviour
ADCT 101	Counselling Skills, Processes, Theory and Methods
ACHD 129	Introduction to Aboriginal Family and Counseling Systems
ADCT 103	Introduction to Mental Health
ADCT 104	Case Management
ADCT 200	Pharmacology & Psychoactive Chemicals
ENGL 110	College Composition
SOCI 133	Group Dynamics

#### TO APPLY FOR ICBOC PROFESSIONAL CERTIFICATION

Contact the ICBOC's office at 450-983-8444 or by email at [registrar@icboc.ca](mailto:registrar@icboc.ca)

## NOVA SCOTIA



**Maritime Business College**  
ESTABLISHED 1899

Address	800 Sackville Dr. Lower Sackville, NS B4E 1R8	Phone: 1-902-463-6700 Toll Free: 1-800-550-6516	Program Contacts	Monica Pallerin, Campus Administrator			
NOTE	Monica Pallerin, Campus Administrator, Department Head – Human Services						
Program Web page	<a href="https://maritimebusinesscollege.ca/program/counselling-skills-social-human-services/">https://maritimebusinesscollege.ca/program/counselling-skills-social-human-services/</a>						
Date of original accreditation	March 15, 2015	Renewals	3 years	Lates Expiry Date	September 13, 2024	Renewal Date	March 16, 2027.
Name of the accredited Program		Counselling Skills Social/Human Services Program					
Program type	Diploma	Program Duration	14 months (60 weeks)				

#### ICBOC EQUIVALENT CERTIFICATION GRANTED ON GRADUATION

Students graduating from the **Counselling Skills Social/Human Services diploma Program** will be able to obtain ICBOC's **Indigenous Certified Wellness and Addictions specialist at level I (CIAS I)**, provided they can demonstrate 2000 hours (1 year) of work experience in the field of wellness and addictions.

These hours can be accumulated in a variety of ways (full-time, part-time, casual or contractual work, practicum, volunteering)

Applicants with additional training acquired outside this program might obtain a higher certification level.

#### STUDENTS SUPPORT



At Success College, the job placement rate of our graduates is consistently over 90%. With a success rate like that, we're willing to stand behind our programs. Our newest commitment to help you succeed is the Success College Tuition Pledge. We're so confident that you'll receive the right skills to launch your career and get your first job that, if you haven't found employment within twelve months of graduation, we'll help pay your tuition loan or refund your tuition. Simple as that.

At Success College, we employ a variety of techniques to ensure that students thrive in a stimulating environment. In addition to traditional classroom instruction, our instructors employ field trips, guest speakers, industry videos, team projects, online interaction, case studies, role playing, and mock simulations

The college offers a friendship circle, a talking and healing circle, and the teachings of the medicine wheel as part of the curriculum, facilitated by an Aboriginal practitioner with 14 years of experience as a counsellor at Eagle's Nest Recovery House.

### PROGRAM OVERVIEW

The Counselling Skills program is designed to prepare its students for a career in the complex field of Counselling and social/human services. A variety of learning strategies are utilized and include classroom lecture, case studies, expert guest lectures, field trips, presentations, and role play scenarios. Students are encouraged to develop their own personal self-awareness, growth, and competencies in preparation for a career in counselling. The college's specialized Counselling Skills diploma program provides students with the tools and experience they need to begin a career helping others as a trained Counsellor. In this program, students will gain a broad knowledge in course areas as Addiction, Mental Health, Abuse, Relationships, and Diversity. The courses emphasize the development of knowledge and skills required for working with individuals and groups who require psychoeducational, cognitive, and therapeutic intervention. Topics and subjects covered include, but are not limited to, psychology, foundations and theories of counselling, ethics and emotional literacy, counselling skills and techniques, addiction counselling, counselling special populations, and group counselling.

### PROGRAM COURSES

September – End of March	April - October
Addictions Counselling Counselling Ethics Human/Social Services Counselling Special Populations Counselling Approaches and Theory Introduction to psychology	Counselling Skills – Level I Counselling Skills – Level II Counselling Skills – Level II Medical Emergency Practices Administration/Communications Computer Applications Individual Counselling Practicum (280 hours/2 months) On-the-job-Training

Aides and certifications are what separate our Counselling Skills course from other diploma programs. Graduates from this program will leave school with certifications in:

First Aid / CPR Level C Suicide Intervention (A.S.I.S.T.) Non-violent Crisis Intervention Critical Incident Stress Management Level 1 Infectious Disease Control Fire and Life Safety	Medication Awareness Basic Practices and Principles of Personal Care-aversive Behaviour Change Individual Program Planning Death Notification Self Defense for Professionals	Bereavement Counselling Diffusing Hostilities Death Notification Self Defense for Professionals (P.P.C.T.) Bereavement counselling
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### TO APPLY FOR ICBOC PROFESSIONAL CERTIFICATION

Contact the ICBOC's office at 450-983-8444 or by email at [registrar@icboc.ca](mailto:registrar@icboc.ca)

## LIST OF ICBOC-ACCREDITED TRAINING DEVELOPED AND DELIVERED BY TRAINING ORGANIZATIONS

The number of class hours for training sessions delivered by the organizations are normally accredited at 6.5 hours per/day. Extra hours can be added if the training includes assignments, reading, organized discussion and sharing after the day of training as well as follow-up learning activities attendees can take home.

One of the Indigenous Certification Board of Canada's mandates is to ensure that unregulated Indigenous workers in occupations related to addiction, mental wellness, and health support fields have access to culturally competent, culturally safe education and/or training that matches ICBOC's professional certification standards and requirements. We are therefore always interested in adding training relevant to our certifications that organizations are interested in offering to our certified professionals.

The training listed in this directory is available either face-to-face or online and is also available for delivery in communities. Please contact the organizations to obtain the information you need.

- Employers who wish to provide in-house training or conference organizers looking for presenters able to offer training on certain themes and subjects can contact the organizations listed in this directory directly. **As some of the contacts may have changed, we suggest you consult and verify the organization's website.**

All the training organizations must provide participants with an evaluation form, and a certificate of attendance and completion that must include the following details:

- Title of the training
- Total number of training hours
- Date (s) the training was delivered or completed
- Name and signature of the trainer

Participants who complete the training delivered by an organization listed in this directory can apply the hours to their first certification, their upgrade application or as part of the 40 hours required for certification renewals.

In order to maintain the quality of this training access and referral service, we encourage anyone who contracts the training offered by these organizations or participates in their training to send us their feedback.

You can forward this either by email at [adminasst@icboc.ca](mailto:adminasst@icboc.ca) or by regular mail:

Registrar, ICBOC  
P.O. Box 3999  
Kanehsatake, QC J0L 1E0

## ORGANIZATIONS AND COMPANIES PROVIDING FACE-TO-FACE AND ONLINE TRAINING

<b>Manitoba First Nations Casino Trust - Addictions Foundation of Manitoba</b>	2-4820 Portage Ave, Headingley MB R4H 1C8	<b>Tel:</b> 1-204-885-5155 <b>Cell:</b> 1-204-470-5535 <b>Email:</b> <a href="mailto:fernette_farquhar@msn.com">fernette_farquhar@msn.com</a> <b>URL:</b> <a href="http://afm.mb.ca">http://afm.mb.ca</a>
<b>Program Contacts</b>	Fernette Farquhar	Trust Administrator
<b>Date of program accreditation</b>	Since 2015	
<b>Name of program</b>	<b>Program Description</b>	
<b>The Balancing Hook</b>	The theme of "The Balancing Hook" began with 'balance' as the basic concept; the balancing hook was derived from a craft piece from the past that transitioned into the symbolic hummingbird through the desire to incorporate culturally relevant tools based on First Nation concepts. Research on the hummingbird and its relevance to First Nations narrowed its intention to that of a messenger, with the larger wings helping the hummingbird to carry the message into the First Nations. The leather wing piece, with the words 'Wellness ~ Balance,' is placed in its' center onto the hook. The hook is then balanced on the end of a finger. It appears to 'balance' like magic and attracts attention as it is intriguing. The concept of balancing the activities of your life is incorporated, including the time, energy, and money spent on gambling, with other areas of your life.	
<b>Name of accredited courses</b>	<b>Course Descriptions</b>	<b>Accredited Hours</b>
<b>The Balancing Hook Phase I</b>	<ul style="list-style-type: none"> <li>- Aboriginal People &amp; Addictions: What are the issues</li> <li>- Fundamentals of addictions</li> <li>- Understanding Gambling and Gambling Behaviour</li> <li>- Application of Prevention Tools</li> <li>- Balancing Hook Board Presentation and practice</li> <li>- Self-Care Techniques</li> </ul>	<b>35</b>
<b>The Balancing Hook Phase II</b>	<ul style="list-style-type: none"> <li>- Review of key concepts of how gambling works</li> <li>- Psychology of gambling, gambling myths and beliefs</li> <li>- Gambling trends and their impacts on communities</li> <li>- Understanding the differentiation between responsible gambling and problem gambling</li> <li>- Prevention of problem gambling and Prevention tools</li> <li>- Problem gambling screening and assessment tools</li> <li>- Intervention skills development (Fundamentals of Addictions course)</li> <li>- Resources and referrals, including various Manitoba Treatment Centers</li> <li>- How to test the course material provided and move forward to Phase III of the Initiative</li> <li>- How to report on use and how to obtain additional resources for both Phase I and Phase II</li> </ul>	<b>28</b>
<b>Program type</b>	Ongoing program of workshops provided over several phases	

### Overview

The primary focus of this initiative is capacity development opportunities for the First Nations Community Addictions Specialists (a member of the Mental Health Team at each First Nation consisting of either the National Native Alcohol and Drug Abuse Program (NNADAP) workers, Building Healthy Community workers, and/or Brighter Future Coordinators) to continue to raise the awareness and understanding in the MFN's of gambling and gambling behavior.



## ORGANIZATIONS AND COMPANIES PROVIDING FACE-TO-FACE AND ONLINE TRAINING

<b>ILINNIAPA Skills Development Centre</b>	775 Iqaluit, Iqaluit NU X0A	<b>Tel:</b> 867-979-4344 <b>Email:</b> helen@ilinniapaacampus.ca <b>URL:</b> ilinniapaacampus.ca
<b>Program Contacts</b>	Helen Roos,	President and Lead Facilitator Tel: (867) 222-9570
<b>Date of program accreditation</b>	2022	

Name of accredited courses	Course Descriptions	Accredited hours
<b>Self-Care for the Wellness Worker</b>	<p>This session provides frontline workers with an opportunity to pause and reflect on the state of their own mental wellness; identify areas to rebalance and calibrate, and reaffirm those self-care methods that bring emotional, physical, spiritual, and mental joy. If unaddressed, vicarious trauma may result in countertransference, compassion fatigue, and burnout, so organizations and individuals must understand how to be trauma-informed and support the mental wellness and balance of staff and fellow team members.</p> <ul style="list-style-type: none"> <li>The first component of this session will explore the occupational health and safety impact of wellness work of why vicarious trauma occurs, and how to mitigate compassion fatigue and burnout. The participants will also have an opportunity to explore how individual traits and factors contribute to being at risk of burnout, and undertake their own self-examination of the emotional, psychological, behavioral, physical, and spiritual and, using the PROQL self-assessment tool, and discuss the ABCs of self-care: awareness, balance, and connection.</li> <li>The second component will conclude with examining evidence-based exercises to support the mental wellness of the frontline worker, and facilitate a relaxation technique that is an easy, low-physical-impact impact and a culturally safe approach.</li> </ul>	<b>4</b>
<b>Ethics and Professional Conduct</b>	<p>This 1-day session introduces the issue of ethics from a professional, cultural, and geographic perspective, to explore how ethics are determined; what differs from values, and who makes the determination of what is ethical. The first section will review standard models that guide professional conduct as defined by clinical practice and standards, legal issues, systemic issues, cultural issues, ethical issues, as well as the standard options dealing with an issue.</p> <ul style="list-style-type: none"> <li>In the second section, we will explore an example of a clinical issue of counseling and identify whether it is a valid ethical dilemma or whether it is influenced by the context inherent in addiction work</li> <li>Finally, using the Inquiry method, we will explore what are the key issues and challenges facing the participants. We will look at the generally accepted principles of professional conduct and ethics in the field of addiction that respond to common clinical and non-clinical issues. For this section, we will engage Inuit Elder wisdom and co-facilitation to impart traditional knowledge on ethics and professional conduct that is rooted in Inuit societal values of humility, compassion, and respect, which provides a culturally safe context to ethical guidelines and conduct for consideration. For this session, we will endeavor to include Elder Piita Irniq (Nunavut Inuk leader) on his personal reflections as a wellness worker in federal corrections, cultural ambassador, and territorial senior executive.</li> </ul>	<b>7</b>
<b>Uvanga – Work readiness</b>	<ul style="list-style-type: none"> <li>- Time Management</li> <li>- Personal financial management</li> <li>- Ethics and professional conduct</li> <li>- Self-care</li> <li>- Journaling</li> </ul>	<b>35 hrs</b>

<b>Community Development and History</b>	<ul style="list-style-type: none"> <li>- Community development and history</li> <li>- Community Development</li> <li>- Residential school</li> <li>- History</li> <li>- Policy and research</li> <li>- Culturally relevant program design</li> </ul>	<b>35 hrs</b>
<b>Reconciliation and Healing</b>	<ul style="list-style-type: none"> <li>- Trauma Foundation</li> <li>- Mental wellness</li> <li>- Resiliency and coping</li> </ul>	<b>35 hrs</b>
<b>Program type</b>	Online and In-class	
<b>Program Duration</b>	2 years with placement	

## Overview

Ilinniapaa campus is a unique full-service learning and employment center that offers skills development programs and services for youth, people with disabilities, New Canadians, and folks already employed requiring technical certification, competency-based skills development, or career planning support.

## ORGANIZATIONS AND COMPANIES PROVIDING FACE-TO-FACE AND ONLINE TRAINING

<b>First Nations Health Managers Association</b>	<b>Head Office</b> 341 Island Road, Unit E Akwasasne, ON K6H 5R7	<b>Ottawa Office</b> 203-300 March Road Kanata, ON K2K 2E2	<b>Phone:</b> 613-599-6070 <b>Toll free:</b> 1-844-218-0440 <b>Fax:</b> 613-319-8092 <b>E-mail:</b> info@fnhma.ca
	<b>Program Contacts</b>	Kristine Neglia, education specialist	<b>Tel:</b> 613-599-6070 ext. 5
			<b>Email:</b> kristine@fnhma.ca

<b>SPECIAL NOTE</b>	<p>The only Indigenous Certification Boards of Canada offering culture-embedded certification and training to front-line Indigenous workers (ICBOC) and Managers and executives in health services (FNHMA) have forged a partnership. They have established a career continuum to enable ICBOC-certified front-line workers to access a career in management through a Management Track Program (MTP). Through a process of reciprocity, ICBOC-certified members can submit their training portfolio to FNHMA for assessment, as well as register, attend and complete FNHMA courses and workshops, to later apply and enrol in the FNHMA certification process.</p>
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<b>Date of program accreditation</b>	2013
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<b>Program type</b>	<p>FNHMA offers an educational program leading to the Certified First Nations Health Manager (CFNHM) professional designation. The professional designation begins with five courses in the Certified First Nations Health Manager Program (CFNHMP). The courses are based on the First Nations Health Manager Competencies, and information about each of the courses can be found at <a href="https://www.fnhma.ca/workshop-courses/cfnhmp-courses/">https://www.fnhma.ca/workshop-courses/cfnhmp-courses/</a></p> <p>FNHMA also provides a number of ICBOC-accredited workshops, see page <a href="https://www.fnhma.ca/workshop-courses/fnhma-workshops/">https://www.fnhma.ca/workshop-courses/fnhma-workshops/</a></p>
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<b>Delivery format</b>	The courses are delivered in two formats: Intensive and Online	
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<b>Program Duration</b>	<p><b>Intensive courses:</b> Where interest and numbers exist, a course may be delivered in a five-day intensive program with pre- and post-activities. The intensive courses are delivered over nine weeks with a five-day on-site session.</p> <p><b>Online courses:</b> Our online courses in the CFNHMP are delivered and offered in the fall, winter, or spring/summer sessions. Each online course is delivered over 12 weeks. The typical sessions are:  Spring / Summer – May to August                      Fall – September to December  Winter – January to April</p>
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Name of accredited courses	Course Descriptions	Accredited
<b>Course 100 — Health Issues and Systems</b>	<p>The key topics of this course are history, policy, systems and programs, determinants, epidemiology, health human resources, communities, health governance, health issues, and future directions. -</p> <p>The lessons present the relevance of history to the current health status of First Nations communities. The importance of policymaking at national, provincial, regional, and community levels is examined. Learners explore how communities are situated within a broader system and are taught to identify the linkages that create a more effective continuum of care. Other lessons will support the learners' understanding of accountable governance, and this will be reviewed through a community health lens. Additionally, new strategies are presented to mediate the challenge of recruitment and retention of health human resources in First Nations. Lessons support a sound understanding of health programs and services, the determinants of health, and epidemiology. This leads to the identification of community needs and the establishment of effective programs and services. The course concludes with a forward-looking perspective addressing current issues and trends, and what the future should look like</p>	<b>5-day intensive + pre- and post-activities.</b>
<b>Course 200 — Leadership and Strategy</b>	<p>The key topics of this course are: leadership; problem-solving and decision-making; working with people; working with change; strategy formulation; strategy implementation; strategy evaluation; accountability; performance management, and policies. This course provides the health manager with key insights into leadership and an assessment of their leadership situation. The lessons will cover how to effectively facilitate problem-solving and decision-making as a leader in your organization. These skills rely on the ability to work with people, to deal with change, to facilitate the development of strategy, and to create implementation and evaluation plans. Moreover, the importance of the accountability of a leader in terms of policy and performance management is stressed. The course will bring together key elements of leadership that will enhance your leadership capacity.</p>	<b>5-day intensive + pre- and post-activities</b>
<b>Course 300 — Health Management Services 1</b>  <b>Course 300 is the third of our five courses</b>	<p>The key topics of this course are: understanding community needs; program and services development; program and project management; program and services evaluation; continuous quality improvement; risk management; benchmarking, best practices, and innovation; advocacy, partnerships, and relationships; community engagement, and program communications. This course provides health managers with the knowledge and skills necessary to develop, deliver, and evaluate health services in a First Nations community. The lessons will demonstrate how understanding community needs is a key component of health service development, delivery, and evaluation. This understanding will help you to engage your community and provide relevant program communications. The importance</p>	<b>5-day intensive + pre- and post-activities</b>

	of considering quality and risk issues when developing and improving health services is also examined. Finally, the lessons will address the retention, promotion, and growth of partnerships and relationships with other organizations/governments through advocacy efforts necessary to support health services delivery.	
<b>Course 400 — Health Management Services 2</b>	The key topics of this course are the people of human resource management, the practices of human resource management, meeting management, negotiations and dispute resolution, financial and management accounting, funding and proposals, funding and reporting, technology, information and knowledge management, and general operations. This course provides information and knowledge about support services and the resources necessary to develop and deliver health services. Two of the lessons address the most valuable resource of any organization – its human capital. One of the lessons addresses how to move things forward in terms of negotiations and conflict resolution, to help efficiently plan, deliver, and evaluate services. Another lesson addresses the importance of meetings. In order for people to get things done, meetings are held to make decisions. The following lesson looks at financial and management accounting systems to support decision-making and accountability. The lessons also provide an understanding of how to fund activities that people engage in and teach how to develop compelling proposals. After the proposals have been approved, funding arrangements and reporting requirements must be complied with, and the lessons will cover that as well. The lessons also address how technology can be used to track finances and other health services, and to support ease of use and productivity. Finally, the last lesson will look at legal and risk elements that must be considered when developing and delivering services.	
<b>Course 500 — Professionalism, Ethics and Cultural Awareness</b>	<p>The key topics of this course are cultures and community; cultures and health care; professionalism; continuous learning; ethical considerations; self-care; and integration of information and knowledge. This course provides health managers with key insights into the importance of cultures and community, and cultures and health care. Cultural influences affect decision-making and behaviors in communities, which is why it is so important for health managers to clearly understand the community culture in which they work. It is necessary to support the creation of a culturally competent health system where First Nations people can experience culturally safe care. The lessons will cover professionalism as well, and this will help health managers be responsible professionals and role models for their employees.</p> <p>One aspect of being professional includes engaging in continuous learning activities for yourself and others. The lesson about continuous learning will help develop career management goals and a sound understanding of future development requirements. Lesson 6 will address ethical considerations for health managers, and the content will assist health managers in making ethical decisions. Self-care will also be covered, because it is often neglected by health managers, and it is so valuable to put into practice. The last lesson will talk about research and reports to help</p>	<b>5-day intensive + pre- and post-activities</b>



	health managers prepare for Assignment 2. It is a substantial project: health managers will have the opportunity to demonstrate their ability to integrate their knowledge from the courses to establish or improve a given situation.	
<b>FNHMA WORKSHOPS</b>		
<b>Name of accredited courses</b>	<b>Course Descriptions</b>	<b>Accredited</b>
<b>Financial Management for First Nations Health Services</b>	This workshop focuses on financial management activities necessary to support the development and delivery of health services.	<b>1.5 days</b>
<b>Governance and the First Nations Health Director</b>	This workshop covers the critical elements that a Health Director should be aware of and the things they should be able to do to improve the effectiveness of health governance for their First Nation.	<b>1 day</b>
<b>Governance and the Health Portfolio Councilor</b>	This workshop covers the critical elements that a Health Portfolio councilor should be aware of and the things they should be able to do to improve the effectiveness of health governance for their First Nation.	<b>1.5 days</b>
<b>Health Determinants and Epidemiology</b>	This one-day workshop focuses on determinants of health and epidemiology and how health professionals can facilitate health planning.	<b>1 day</b>
<b>Improving Health Leadership Governance</b>	This workshop addresses the critical elements of governance: roles and responsibilities; planning; policies; finance and information; people, governance operations; health and governance.	<b>2 days</b>
<b>Prior Learning and Assessment Program</b>	This one-day workshop is for individuals who are eligible for and interested in pursuing the PLAR path to certification as a Certified First Nations Health Manager (CFNHM) and will help participants develop a PLAR portfolio.	<b>1 day</b>
<b>Program and Project Management</b>	This workshop focuses on programming and project management; how they are alike, how they are different, and how together they help your health services work better.	<b>2 days</b>
<b>Strategic Thinking and Planning</b>	This workshop focuses on strategic thinking and strategic planning, and how health professionals can facilitate health planning and performance management.	<b>1 day</b>
<b>Use of Management Tools — Decision-Making and Problem Solving</b>	This workshop focuses on tools to help make decisions and solve problems.	<b>1 day</b>
<b>Use of Management Tools — Human Resources</b>	This workshop focuses on tools to help understand and upgrade human resources policies and practices.	<b>1 day</b>
<b>Overview</b>		
<p>The FNHMA offers an educational program leading to the Certified First Nations Health Manager (CFNHM) professional designation.</p> <p>The professional designation begins with five courses in the Certified First Nations Health Manager Program (CFNHMP). The courses are based on the First Nations Health Manager Competencies, and information about each of the courses can be found below. This program and the courses are for you if you are working in the field of First Nations health management or aspire to a career in this area.</p>		

## ORGANIZATIONS AND COMPANIES PROVIDING FACE-TO-FACE AND ONLINE TRAINING

<b>THUNDERBIRD PARTNERSHIP FOUNDATION</b>	22361 Austin Line Bothwell, ON NOP 1C0	<b>Tel:</b> 519.692.9922
<b>Program Contacts</b>	Jessica Ford	<b>Email:</b> <a href="mailto:jford@thunderbirdpf.org">jford@thunderbirdpf.org</a>
<b>Program Web page</b>	<a href="https://thunderbirdpf.org">https://thunderbirdpf.org</a>	
<b>Date of program accreditation</b>	Ongoing	
<b>Name of accredited courses</b>	<b>Course Descriptions</b>	<b>Accredited hours</b>
Pharmacology Training- Train the Trainers  Naloxone and Harm Reduction	<p>1. Stimulants – Cocaine, Methamphetamine, MDMA (Ecstasy), and Amphetamines  2. Depressants – Alcohol, Benzodiazepines, Barbiturates, and GHB  3. Opioids – Oxycodone, Hydromorphone, Codeine, Fentanyl, Morphine, and Heroin  4. Cannabis – THC and CBD  5. Polysubstance Use – Exploring complexities and overlapping effects  6. Culture-Based Wholistic Healing – Emphasizing cultural approaches to substance use recovery</p> <p>Introduction to Training  <b>Module 1:</b> Indigenous Culture as Foundation  <b>Module 2:</b> The History and Impacts of Colonization  <b>Module 3:</b> Substances and Substance Use  <b>Module 4:</b> Anti-Sigma and Indigenizing Harm Reduction  <b>Module 5:</b> Toxic Drug Poisoning Response and Naloxone Training  <b>Module 6:</b> Identifying Resources and Supports</p> <p>First Nation Mental Wellness  Care Facilitation  Emotional Intelligence  Using Trauma-Informed Approaches in Our Work  Buffalo Riders Early Intervention  Supporting Collaboration of Western and Indigenous Cultural Practices  Supporting Collaboration of Western and Indigenous Cultural Practices  Protocols for Indigenous Practitioners  Indicators to access Cultural Competency Along HOS  Community Development as Cultural Practice &amp; Culture-Specific Strategies  Supporting the Use of Cultural Practices (Natural Medicines)  Worker Wellness  Conducting an Organizational Review for a NNADAP/YSAP TC  Prescription Drug Abuse  Cultural Safety and Competency  Motivational Interviewing  Community Wellness Development Toolkit  Intake, Referral, Discharge and Aftercare Planning  First Nations Mental Wellness Continuum Framework Guidance for Implementation  Addiction and Trauma  Youth and Addictions  Screening and Assessment  Land for Healing: Developing a First Nation Land-Based Service Delivery Model</p>	All training hours vary, please contact Thunderbird Partnership Foundation for details.

	3-day Face-to-Face Facilitators Training - Regional Trainers will be guided to facilitate training that will support community capacity in their wellness. It will build cultural foundations as the key principle in training approaches that balance management of community learning and participation challenges.	
Program type	Virtual and In-person	
Program Duration		
Overview		
One of the Thunderbird Partnership Foundation’s mandates is to establish a networked training system to support the development of the human resources required to ensure effective and efficient addiction services for Indigenous people regardless of where they live Our courses are pre-certified by the Indigenous Certification Board of Canada and/or the Canadian Council for Professional Certificate for continuing education and certification or re-certification of addiction counsellor competencies.		
ORGANIZATIONS AND COMPANIES PROVIDING FACE-TO-FACE AND ONLINE TRAINING		
Registered Nurses' Association of Ontario (RNAO)	500-4211 Yonge Street Toronto, Ont., M2P 2A9	Tel: 416-907-7955 / 1-800-268-7199 ext. 244
Program Contacts	Grace Suva Senior Manager, Indigenous Health, International Affairs and Best Practice Guidelines Centre	Email: <a href="mailto:gsuva@RNAO.ca">gsuva@RNAO.ca</a> <a href="http://RNAO.ca">RNAO.ca</a>
Program Web page		
Date of program accreditation	March 12, 2024	
Name of accredited courses	Course Descriptions	Accredited hours
	Webinars: Building resilience in Indigenous Youth-The Influences of the Earlier Years Indigenous Ways to Sustain Wellness Learning From the Earth: Supporting Wellness Through Connection to the Land	7 seminars of two (2) hours each=14 hrs.
Program type	Webinar	
Program Duration	7 Seminars – 2 hours each	
Overview		
Webinar Training Series developed by the Registered Nurses Association (RNAO) in partnership with Nishnawbe Aski Nation (NAN), Chiefs of Ontario (COO), the Centre for Addiction and Mental Health (CAMH) Shkaabe Makwa, the Canadian Indigenous Nurses Association (CINA), the Ontario First Nation Young Peoples Council (OFNYPC) and the Indigenous Primary Health Care Council (IPHCC)		

## ORGANIZATIONS AND COMPANIES PROVIDING FACE-TO-FACE AND ONLINE TRAINING

<b>PROFESSIONAL COACHING AND FACILITATING</b>	704-1211 Melville Street, Vancouver, B.C. V6E 0A7	<b>Tel: 778-873-2030</b>
<b>Program Contacts</b>	Dr. Delbar Niroushak	<b>Email: drdelbarniroushak@gmail.com</b>
<b>Program Web page</b>	www.cfc-enterprise.com	
<b>Date of program accreditation</b>	January 6, 2025	
<b>Name of accredited courses</b>	<b>Course Descriptions</b>	<b>Accredited hours</b>
	Life Coaching Institute Introduction to Life Coaching from an ICF perspective Definition and Scope of Life Coaching History and Evolution of Life Coaching Learning about the advantages of Life Coaching to enhance a Quality Lifestyle Difference Between Life Coaching, Therapy, and Mentoring ICF Core Coaching Skills and its implementation ICF Code of Ethics and Professional Conduct Intentional Listening and asking powerful and motivating questions Effective Questioning Techniques Building Rapport and Trust for Cultivating Safety Implementing "Coaching Conversation" Goal Setting and Achievement Strategies Change management and resistance control Coaching Models and Frameworks (Mental Health, Emotional Health, Wellbeing and Enablement) Problem-solving skills to understand and to be able to measure the level of healthy decision-making Understanding what the Wheels of Life are and how to bring balance into life's perspective Understanding Human Behavior and the science behind life coaching in delving best results Motivation Theories and measuring the readiness stage of the client Communication Skills and Conflict Management Verbal and Non-Verbal Communication Building Professional Plans in helping the client to make more productive and healthy decisions Relationship Management Approach to Life Coaching Financial health and understanding the scope of its impact in life in general Ethics and Professionalism Confidentiality and Boundaries	<b>170 hours</b>



	Feedback and constructive reflection to enhance healthy and productive behaviours Understanding the 3 centers of the Enneagram for developing a bias-free coaching conversation Cultural Sensitivity and Inclusiveness with respect to different clients Continuing Professional Development Practical Life Coaching Skills and Conducting Coaching Sessions Client Assessment and Evaluation Developing Action Plans Monitoring Progress and Accountability	
Program type	Online	
Program Duration	Delivered 3 hours per week for 4-6 months (plus an additional 50 hours of project delivery, 50 hours of peer coaching sessions, and 10 hours of mentor coaching), totaling 170 hours	
Overview		
<p>Dr. Delbar Niroushak is the co-founder of Creative Empowerment Association, located in Vancouver, BC, focusing on Empowering Immigrants, Indigenous, and minority Youth and Women on Accountability Management skills and building resilience for sharpening their professional skills and confidence, preparing them as Potential Leaders and Change Agents through practical Leadership and Development ICF-approved training. We're committed to shaping a generation of skilled, confident leaders ready to excel in the workforce. Our unique, tailored ICF (International Coaching Federation) approved Leadership and Business Development program enables our participants to fast-forward their entrepreneurial journey with higher confidence and a support team, equipping them with the right tools to ensure productive work experience with full support.</p> <p>Participants will receive:</p> <ol style="list-style-type: none"><li>1- Level 2 Life Coaching Certification from the ICF.</li><li>2- Certification from the Enneagram Empowerment School and the IEA (International Enneagram Association).</li><li>3- Certification from the Global Leadership Foundation.</li><li>4- Certification from the Coaching for Change Enterprise.</li><li>5- Graduates of the program will be able to apply for and receive a professional certified Indigenous life coach certification from ICBOC, recognized nationally.</li></ol>		

## ORGANIZATIONS AND COMPANIES PROVIDING FACE-TO-FACE AND ONLINE TRAINING

<b>Paul Laurie, MBA, ICADC, CCS-AS</b>	Recovery Works 27 McNabb Street, Bracebridge, Ontario P1L 1R4	<b>Tel: 705-645-9837</b>
<b>Program Contacts</b>	Paul Laurie	<b>Email: paul@recoveryworks.ca</b>
<b>Program Web page</b>	<b>paul@recoveryworks.ca</b>	
<b>Date of program accreditation</b>	March 12, 2025	
<b>Name of accredited courses</b>	<b>Course Descriptions</b>	<b>Accredited hours</b>
<b>Recovery Works</b>	<b>Module 1:</b> Case Management – 10 Hours <b>Module 2:</b> Assessment – 10 Hours <b>Module 3:</b> Concurrent Disorders – 10 Hours <b>Module 4:</b> Drug Classes – 10 Hours <b>Module 5:</b> Supervision – 30 Hours	<b>Vary</b>
<b>Program type</b>	On-line Training/Skype/Facetime	
<b>Program Duration</b>	Offer half day, full day, multi-day workshops	

### Overview

Recovery Works is pleased to offer pre-approved Continuing Education Credits for your recertification needs. As a professional in the field, you can obtain all of your CEU credits through Recovery Works.

Within the last 15 years, have been working with Indigenous populations as a management consultant, trainer, and Clinical Supervisor. In order to offer the best professional services, I think being certified as an ICBOC Clinical supervisor would be in the best interests of the Indigenous community. Additionally, being certified within ICBOC will create accountability to the ICBOC board within the standards of practice, making sure to follow all ethical guidelines and continuing educational requirements.

<b>Dennis Windigo</b> Independent Trainer Thunder Bay, Ontario	132-1100 Memorial Avenue Thunder Bay, ON P7B 4A3	<b>Tel: 819-855-6633</b>
<b>Program Contacts</b>	Dennis Windigo dwindego@msn.com	<b>Email: <a href="https://grandmothersvoice.com/dennis-windego/">https://grandmothersvoice.com/dennis-windego/</a></b>
<b>Program Web page</b>	<a href="https://grandmothersvoice.com/dennis-windego/">https://grandmothersvoice.com/dennis-windego/</a>	
<b>Date of program accreditation</b>	November 26, 2024	
<b>Name of accredited courses</b>	<b>Course Descriptions</b>	<b>Accredited hours</b>
<b>Land-Based Focused Oriented Therapy</b>	<b>Module 1:</b> Trauma, PTSD, Vicarious, Intergenerational Complex <b>Module 2:</b> Basic Focusing-Oriented Therapy and Trauma <b>Module 3:</b> Intermediate Land-Based Focusing-Oriented Therapy <b>Module 4:</b> Advanced Land-Based Focusing-Oriented Therapy and Working with Children and Youth <b>Module 5:</b> Grief and Traumatic Loss <b>Module 6:</b> Working with Dreams and Trauma <b>Module 7:</b> Spirituality and Trauma	<b>234 Hours</b>
<b>Program type</b>	In person, in three-day segments (8 hours per day) (plus, an additional 66 practice hours with peer and coach feedback) equal to a one-year training and mentorship program totalling 234 hours	
<b>Program Duration</b>	One-year training and mentorship program	

### Overview

Dennis is very interested in keeping it current in the area of trauma, healing, addictions, and mental health. He believes it is important for his work to be able to dialogue with current trends and knowledge, either connecting or critically reflecting on how a new way of thinking might not benefit clients. He is always reminding people to return to the land, the created space of their own land as a central place for safety, healing, and restoring agency.

## ORGANIZATIONS AND COMPANIES PROVIDING FACE-TO-FACE AND ONLINE TRAINING

<b>PODIUM EVENTS &amp; CONSULTING</b>	<b>Dilico Anishinabek Family Care</b> 200 Anemki Place Fort William First Nation Thunder Bay, ON	<b>Tel: 807-623-8511</b>
<b>Program Contacts</b>	Marianne Bortolin	<b>Email:</b> <a href="mailto:info@podium-events.com">info@podium-events.com</a>
<b>Program Web page</b>	<a href="mailto:info@podiumevents.com">info@podiumevents.com</a>	
<b>Date of program accreditation</b>	Indigenous Educators Program	
<b>Name of accredited courses</b>	<b>Course Descriptions</b>	<b>Accredited hours</b>
Dilico Anishinabek Family Care Conference	NNADAP 2024 Training Conference Accreditation	22.25
	Community Building Through Collaborative Sharing 2025 Training Conference Accreditation	12.50
<b>Program type</b>	Workshops, Conferences	
<b>Program Duration</b>		

### Overview

"Podium Events & Consulting Inc. is a full-service, professional event planning company based in Thunder Bay, proudly serving Northwestern Ontario and clients nationwide. Specializing in strategic and vision planning, we offer customized solutions for virtual, hybrid, and in-person events. Our experienced team manages every aspect of your event, from agenda development and speaker coordination to venue management and logistical support. We focus on the smallest details —ensuring that your event is unique, engaging, and flawlessly executed. Whether it's a training session, corporate function, conference, or community gathering, Podium delivers tailored experiences aligned with your objectives, leaving a lasting impression on your attendees."



## ORGANIZATIONS AND COMPANIES PROVIDING FACE-TO-FACE AND ONLINE TRAINING

<b>Indigenous Services of Canada</b>	<b>First Nations &amp; Inuit Branch</b>	Tel:
<b>Program Contacts</b>	Tina Laurin	Email:
<b>Program Web page</b>		
<b>Date of program accreditation</b>	October 10, 2024	
<b>Name of accredited courses</b>	<b>Course Descriptions</b>	<b>Accredited hours</b>
2024 National Summit on Indigenous Mental Wellness	Indigenous Led Data Research First Nations Mental Wellness Networking and Poster Session Indigenous-led Data and Research Inuit Mental Wellness Virtual Approaches Youth Mental Wellness Community Workforce Perspectives Building Capacity 1-2 Culture and Safety in the Continuum and Systems of Care Youth Panel: Storytelling for Healing	18.25
<b>Program type</b>	Conference-Workshop	
<b>Program Duration</b>	3 days	
<b>Overview</b>		