



ACCREDITATION DIRECTORY

2026

Indigenous Certification Board of Canada

Conseil Autochtone d'agrément professionnel du Canada (CAAPC)

April 2025 to March 2026



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Accredited Training Programs

Universities, Colleges, Institutes, Training Organizations and Independent Trainers

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 community members, 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 office by email at accreditation@icboc.ca

For payments admin@icboc.ca

if referencing certification application registrar@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 and complete all required applications.



Section 1 — Universities, Colleges & Institutes

BRITISH COLUMBIA



Nicola Valley Institute of Technology (NVIT)

The Home of Aboriginal Public Post-Secondary Education in BC

Nicola Valley Institute of Technology (NVIT)	200-4355 Mathissi Place Burnaby, BC V5G 4S8	Phone: 1-250-378-3300 Toll-free: 1-877-682-3300	Program Contact: Jessica Stepp, Dept Head	Email: jstepp@nvit.ca
Program Web page	https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/			
Date of original accreditation	October 21, 2024	Current Expiry Date		March 06, 2027
Name of accredited Program	Indigenous Holistic Wellness and Addictions Program			
Program type	Certificate / Diploma / Advanced Diploma	Program Duration		Certificate: 1 yr (33 credits) Diploma: 2 yrs (66 credits) Adv. Diploma: 3 yrs (96 credits)
Link to the program	https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/			

ICBOC EQUIVALENT CERTIFICATION — ELIGIBLE TO APPLY ON GRADUATION

Students graduating with an Indigenous Holistic Wellness and Addictions certificate are eligible to apply for ICBOC certification as a Certified Indigenous Wellness and Addictions 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 Worker. Applicants with additional training acquired outside this program might obtain a higher certification level.

1. NVIT Indigenous Holistic Wellness and Addictions — Certificate

CERTIFICATE PROGRAM OVERVIEW

The Certified Indigenous Holistic Wellness and Addictions Certificate was developed in partnership with the Hey Way-Noqu' Healing Circle for Addictions Society (HHCAS). The program provides core skills required for Certified Indigenous Wellness and Addictions Worker (CIWAW) certification and includes Indigenous-specific content. The NVIT courses are University Transfer course credits, which are transferable and ladderable to related fields.

This program will assist individuals who are current and/or prospective Wellness Workers, Alcohol and Drug Counsellors, and Addiction Workers who may need to obtain upgrading for certification. This program will provide continuing credit hours, upgrade, and professional development to meet job requirements and post-secondary credits for an incomplete plan. The program will be



delivered over one academic year at the Burnaby Campus and in the community (under contract). Each course will consist of a minimum of 45 student/instructor contact hours that include assignments and examinations. The Diploma will ladder into the Advanced Diploma upon successful completion of 33 credits. The Advanced Diploma will be awarded upon successful completion of 30 credits.

PROGRAM COURSES

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

2. NVIT Indigenous Holistic Wellness and Addictions — Diploma

Program Web page	https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/
Date of original accreditation	October 21, 2024
Current Expiry Date	March 6, 2027
Name of accredited Program	Indigenous Holistic Wellness and Addictions Program
Program type	Diploma
Program Duration	2 years of full-time study
Link to the program	https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/

ICBOC EQUIVALENT CERTIFICATION — ELIGIBLE TO APPLY ON GRADUATION

Students graduating with an Indigenous Holistic Wellness and Addictions Diploma are eligible to apply for ICBOC certification as a Certified Indigenous Addictions Specialist Level I, provided they can demonstrate 2000 hours (1 year) of work experience in 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 Addictions Specialist Level I certification. Applicants with additional training acquired outside this program might obtain a higher certification level.

DIPLOMA PROGRAM OVERVIEW

An Indigenous Holistic Wellness and Addictions Diploma will be granted to students who successfully maintain a minimum GPA of 2.00 and complete the prescribed 66 credits in the NVIT Indigenous Holistic Wellness and Addictions 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 on how prior learning aligns with 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 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 Law for Addictions Workers
 PSYC 115 Adolescence and Addiction
 PSYC 225 Historical Trauma on First Nations People
 STAT 203 Statistics for Social Sciences
 IHWA 250 Relapse Prevention

3. NVIT Indigenous Holistic Wellness and Addictions — Advanced Diploma

Program Web page	https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/
Date of original accreditation	October 21, 2024
Current Expiry Date	March 6, 2027
Name of accredited Program	Indigenous Holistic Wellness and Addictions Program
Program type	Advanced Diploma
Program Duration	3 years full-time study
Link to the program	https://www.nvit.ca/programs/human-services/indigenous-holistic-wellness-and-addictions/

ICBOC EQUIVALENT CERTIFICATION — ELIGIBLE TO APPLY ON GRADUATION

Students graduating with a Certified Indigenous Holistic Wellness and Addictions Advanced Diploma are eligible to apply for ICBOC certification, at a minimum, as a Certified Indigenous Addictions Specialist at level II, provided they can demonstrate 6000 hours (3-year) 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 Certified Indigenous Holistic Wellness and Addictions Advanced Diploma provides the 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.



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PROGRAM COURSES

IHWA 320 Case Management: Roles & Responsibilities of Community Health
 IHWA 324 Addiction and Nutrition
 IHWA 327 Blood Borne Pathogens
 IHWA 333 Psychosocial Trauma Healing: Addiction Theory and the Grief Process
 IHWA 335 Working with FASD in Aboriginal Communities
 IHWA 339 Cultural Perspectives on Stress and Trauma
 IHWA 360 Community Engagement in Health and Addictions
 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

Contact the ICBOC's office at 450-983-8444 or by email at accreditation@icboc.ca or for payments to admin@icboc.ca, or if referencing certification application: registrar@icboc.ca



University of the Fraser Valley

Bachelor of Integrated Studies — in partnership with NVIT

Address	33844 King Rd., Abbotsford, B.C. V2S 7M8 Phone: 604 504 7441
Program Contact	Dr. Tracy Ryder Glass, Carol Dickson (Manager)
Original accreditation date	April 2, 2024
Current expiry date	March 23, 2027
Name of accredited Program	Bachelor of Integrated Studies — Certified Indigenous Addictions Specialist Level III Program Completion Degree in partnership with NVIT
Program type	Bachelor
Program Duration	1 year — Specially developed for NVIT IHWA Program Graduate cohorts

ICBOC EQUIVALENT CERTIFICATION — ELIGIBLE TO APPLY ON GRADUATION

Students who complete the University of the Fraser Valley Bachelor of Integrated Studies (BIS), as a continuation of the NVIT Indigenous Holistic Wellness and Addictions Advanced Diploma, are eligible to apply for ICBOC certification as a Certified Indigenous Addictions Specialist at Level III (CIAS III), provided they meet ICBOC's work-experience requirements for that level. The BIS represents the fourth year of study, built on a three-year NVIT program; it is not a standalone pathway to this certification.

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 Integrated 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 BIS 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, NVIT's Indigenous Holistic Wellness and Addictions Certificate, Diploma, and Advanced Diploma, register for the Bachelor



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of Integrated Studies at the University of the Fraser Valley. The UFV Bachelor of Integrated 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 Bachelor of Integrated Studies for which the first three years and 90 credits are delivered by Nicola Valley Institute of Technology (NVIT).



INDIGENOUS AFFAIRS OFFICE

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.



INDIGENOUS STUDENT CENTRE

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 reach their full 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.

BACHELOR OF INTEGRATED STUDIES — COURSES

- CMNS 125 Communicating Professionally to Academic and Workplace Audiences (3 credits)
- CMNS 351 Formal Research Report Writing (3 credits)
- CMNS 445 Facilitation Skills for the Workplace (4 credits)
- IPK 302 Colonial Trauma and Indigenous Resilience (3 credits)
- IPK 331 History of Indigenous Leadership (4 credits)
- IPK 404 Special Topics: Historical and Contemporary Perspectives on Alcohol and Tobacco (3 credits)
- IPK 344 Research in Action: Indigenous Meaning Making (3 credits)
- IPK 477 Traditional Ecological Knowledges (4 credits)
- IPK 403 Indigenous Studies Capstone (3 credits)

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Transglobal Business Group Inc. — OHO Educational Services

Indigenous Community Development Program

Address	5271 Laguna Way, Nanaimo, BC V9T 5L7
Phone	250-751-1555 Toll-free: 1-866-753-1819
Program Contact	Judy Michaud Email: michaudj@telus.net Tel: 250-618-7719
Program Web page	http://transglobalbusinessgroup.ca/indigenous-educators-program/
Date of original accreditation	March 3, 2025
Current Expiry Date	October 30, 2027
Name of accredited Program	Indigenous Community Development Program
Format	Combined online and in-person delivery
Program type	Certificate
Duration	Part-time, Recorded training calls available 24/7

ICBOC EQUIVALENT CERTIFICATION — ELIGIBLE TO APPLY ON GRADUATION

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

STUDENTS SUPPORT

This online program was designed to meet the needs of Indigenous people in Canada. 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.

The Indigenous Community Development Program has been custom-designed to provide participants with all the tools they need to begin their community educator career, leading to follow-up ICBOC certification as Indigenous Community Language Educators and Certified Indigenous Community Cultural Educators.

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



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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

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NOVA SCOTIA



Maritime Business College
ESTABLISHED 1899

Maritime Business College

Counselling Skills Social/Human Services Program

Address	800 Sackville Dr., Lower Sackville, NS B4E 1R8
Phone	1-902-463-6700 Toll Free: 1-800-550-6516
Program Contact	Monica Pellerin, Campus Administrator, Department Head – Human Services
Program Web page	https://maritimebusinesscollege.ca/program/counselling-skills-social-human-services/
Date of original accreditation	September 13, 2024
Current expiry date	March 16, 2027
Name of accredited Program	Counselling Skills Social/Human Services Program
Program type	Diploma
Program Duration	14 months (60 weeks)

ICBOC EQUIVALENT CERTIFICATION — ELIGIBLE TO APPLY ON GRADUATION

Students graduating from the Counselling Skills Social/Human Services diploma Program are eligible to apply to obtain ICBOC's Certified Indigenous 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.

PROGRAM OVERVIEW

A Rewarding Career in Counselling Skills and Social Human Services. Are you a compassionate, empathetic, non-judgmental individual? If your passion is helping people become the best version of themselves, you could be well-suited to a career as a trained counsellor. Our counselling skills program prepares you to work as a trained counsellor or support staff in addictions, mental health, victims of abuse, at-risk youth and more. When you graduate, this opens doors to careers with Aboriginal outreach programs, addictions, community services, crisis intervention, mental health, resident counselling skills for group homes, rehabilitation programs, etc. The best way to see if Maritime Business College is the right fit for you is to come and tour the school. You can tour our facilities and meet with students and instructors.



PROGRAM COURSES

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

Bereavement Counselling
Diffusing Hostilities
Death Notification
Self Defence for Professionals (P.P.C.T.)
Medication Awareness
Basic Practices and Principles of Personal Care
Behaviour Change
Individual Program Planning

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MANITOBA



Yellowquill University College

First Nations Institute of Higher Learning

Address	480 Madison Street, Winnipeg, MB R3J 1J1
Contact	Vanessa Fehr Phone: 204-953-2800 Email: v.fehr@yellowquill.org
Program Web page	www.yellowquill.org
Original accreditation date	October 24, 2025
Current Expiry Date	October 24, 2026 (Conditional one-year term)
Name of accredited Program	First Nations — Addictions and Mental Health Diploma
Program type	Full-time
Program Duration	Two Years

⚠ Note: This accreditation has been granted on a conditional one-year term. Upon successful completion of the conditions set out by ICBOC, the program will be eligible for renewal under the standard three-year accreditation cycle.

ICBOC EQUIVALENT CERTIFICATION — ELIGIBLE TO APPLY ON GRADUATION

Students graduating with an Addictions and Mental Health Diploma are eligible to apply for ICBOC certification as a Certified Indigenous 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.



PROGRAM OVERVIEW

The Addictions and Mental Health Diploma program is a two-year program that will prepare students to support and work with people in a multitude of areas related to addictions and mental health. This program is a unique, culturally based program focusing on current issues and challenges surrounding addictions and mental health in the First Nation population, using a holistic approach. The students' strengths and lived experiences will be highlighted throughout the program as an asset to the learning journey. The cultural and strength-based program will prepare students specifically to deal with issues experienced by First Nation peoples. The program is designed to use the students' strengths and life experiences as a foundation and will focus on and include the following in all courses: land-based learning; cultural teachings, indigenous world views, colonization, legislation, traumas, experiences and healing.

Yellowquill University College is a First Nation Institute of Higher Learning, and its main focus is to educate and train First Nation people so they can work within their own communities or for First Nation organizations that work for the betterment of the First Nation population. Yellowquill University College strongly believes that the traditional and cultural values and backgrounds of its students are of utmost significance, and it is imperative that these are enhanced through the training programs offered.

Yellowquill University College believes that accreditation, professional standards and certifications are important as long as they meet the standards of the First Nations people and their communities. If the standards do not coincide with the reality of the work, then they are of no use. Yellowquill University College considers itself an institution that "fills a gap" in the current post-secondary education system. They develop and offer programs that are requested by the communities. With the request comes the responsibility of developing something that will meet the needs of the community and include: current and updated information, relevant materials, knowledge of how those materials can be applied in the current environments, real information that affects First Nations people (colonization, residential schools, sixties scoop, etc.) and the intergenerational traumas that resulted from those experiences.

PROGRAM YEAR 1

AMH00111 Introductions to Addictions and Mental Health
 AMH00112 Computer Applications
 AMH00113 Written Communication Skills 1
 AMH00114 Indigenous Trauma, Addictions and Mental Health
 AMH00115 Interpersonal Communications
 AMH00116 Contemporary Health Issues: Addictions and Mental Health
 AMH00117 Understanding Addictions – The Fundamentals
 AMH00118 No course
 AMH00119 Physiology of Addictions and Chronic Disease
 AMH00120 Impact of Substance Use, Addictions & Mental Health
 AMH00121 Trauma-Informed Practice 1
 AMH00122 Nutrition and Mental Health 1
 AMH00123 Nutrition & Mental Health 2
 AMH00124 Introduction to Case Management 1
 AMH00125 Written Communication 2
 AMH00126 Promoting Health
 AMH00127 Addictions and Mental Health Issues Affecting Youth
 AMH00128 Planning for Success
 AMH00129 Understanding Harm Reduction
 AMH00130 Presentations and Group Facilitation Skills
 AMH00131 Client Interview & Assessment Skills

PROGRAM YEAR 2

Land-Based Approaches
 Land-Based Approaches & Eco-therapy



AMH00212 Enhanced Computer Skills 11
AMH00214 No course
AMH00215 Motivational Interviewing Techniques
AMH00216 Orientation to Trauma, Children & the CFS System
AMH00217 Families & Addictions
AMH00218 Family Violence & Addictions
AMH00219 Addictions, Mental Health & Women
AMH00220 Treatment and Recovery Options
AMH00221 Life Skills Training/Development
AMH00222 Addictions, Mental Health and Seniors
AMH00223 Substance Use, Mental Health & Pregnancy
AMH00224 Intro to Peer Support
AMH00225 Addictions, Mental Health Support & Legal Responsibilities
AMH00226 Gambling Addiction & Mental Health
AMH00227 Suicide Prevention Programs & Services
AMH00228 Helpline & Telephone Interviewing Skills
AMH00229 Proposal Writing
AMH00230 Emergency Care
AMH00231 Self-Care for Helper

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Section 2 — Training Organizations & Independent Trainers

ICBOC-Accredited Training Developed and Delivered by Training Organizations

The training listed in this directory is available either face-to-face or online and is also available for delivery in communities. Please get in touch with 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 topics 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. They must also provide a certificate of attendance and completion that includes 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 engages the training offered by these organizations or participates in their training to send us their feedback.

You can forward this by email to accreditation@icboc.ca, or by regular mail:

ICBOC
P.O. Box 3999
Kanehsatake, QC
J0N 1E0



**Manitoba First Nations Casino Trust Addictions
Foundation of Manitoba**

2-4820 Portage Ave, Headingley, MB R4H 1C8

Tel: 1-204-885-5155 | Cell: 1-204-470-5535

Email: fernette_farquhar@msn.com

Web: <http://afm.mb.ca>

Program Contact	Fernette Farquhar, Trust Administrator
Date of accreditation	July 10, 2024

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.

Course / Program	Course Descriptions	Accredited Hours
The Balancing Hook Phase I	Aboriginal People & Addictions: What are the issues Fundamentals of Addictions Understanding Gambling and Gambling Behaviour Application of Prevention Tools Balancing Hook Board Presentation and Practice Self-Care Techniques	35 hrs
The Balancing Hook Phase II	Review of key concepts of how gambling works Psychology of gambling, gambling myths and beliefs Gambling trends and their impacts on communities Understanding the differentiation between responsible gambling and problem gambling Prevention of problem gambling and Prevention tools Problem gambling screening and assessment tools Intervention skills development Resources and referrals, including various Manitoba Treatment Centers How to test the course material provided and move forward to Phase III of the Initiative How to report on use and how to obtain additional resources for both Phase I and Phase II	28 hrs

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.



ILINNIAPAA Skills Development Centre

84 Ch. du Lac Serpent, Notre-Dame-du-Laus, QC J0X 2M0

Tel: 867-979-4344 | Cell: (867) 222-9570

Email: helen@ilinniapaacampus.ca

Web: ilinniapaacampus.ca

Program Contact	Helen Roos, President and Lead Facilitator
Date of accreditation	October 24, 2024
Program Duration	2 years with placement
Program type	Online and In-class

Course / Program	Course Descriptions	Accredited Hours
Trauma Foundations for Inuit Frontline Workers	Trauma Foundations (Inuit, First Nations and Metis front line Workers).	7 hrs
Mental Wellness	Mental Wellness.	4 hrs
Self-Care for the Wellness Worker	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. The first component will explore the occupational health and safety impact of wellness work, why vicarious trauma occurs, and how to mitigate compassion fatigue and burnout. Participants will have an opportunity to explore how individual traits and factors contribute to being at risk of burnout, and discuss the ABCs of self-care: awareness, balance, and connection. 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 and a culturally safe approach.	4 hrs
Ethics and Professional Conduct	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. In the second section, we will explore an example of a clinical issue of counselling and identify whether it is a valid ethical dilemma or whether it is influenced by the context inherent in addiction work. Finally, using the Inquiry method, we will explore the key issues and challenges facing the participants and the generally accepted principles of professional conduct and ethics in the field of addiction. 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.	7 hrs
Computer Foundation	Computer basics and keyboarding Internet search techniques Ms Word Level 1 Ms Excel Level 1 MS Powerpoint Level 1 Ms Outlook Level 1	35 hrs
Lifespan Issues	Childhood	35 hrs



	Adolescence Pregnancy Women Men Elders	
Occupational Health & Safety Foundations	WHMIS - 19 topics Worker Health and Safety - 18 topics AOD -- IASR (accessibility training) -- 10 topics	35 hrs
Communication Competencies for Front-Line Workers -- Part 1	Trauma informed care Intersectionality Racism, prejudice and Biases Building rapport with and creating a safe space for community members Confidentiality	35 hrs
Communication Competencies for Front-Line Workers -- Part 2	Active listening Emotional intelligence Dealing with conflicts Setting Boundaries Cultural competence	35 hrs
Uvanga -- Work Readiness	Time Management Personal financial management Ethics and professional conduct Self-care Journalling	35 hrs
Community Development and History	Community development and history Community Development Residential school History Policy and research Culturally relevant program design	35 hrs
Reconciliation and Healing	Trauma Foundation Mental wellness Resiliency and coping	35 hrs

OVERVIEW

ILINNIAPAA's accredited coursework delivers the Qanuinnirmut Ikajuqtiit / Inuit Community Support Worker (ICSW) program. Completion of this ICBOC-accredited coursework is the training pathway to ICBOC certification as a Certified Indigenous Community Support Worker, Level II (CICSW II).

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.



Indigenous Certification Board of Canada

Conseil Autochtone d'agrément professionnel du Canada (CAAPC)

First Nations Health Managers Association (FNHMA)

Head Office: 341 Island Road, Unit E, Akwesasne, ON K6H 5R7
Ottawa Office: 203-300 March Road, Kanata, ON K2K 2E2

Tel: 613-599-6070 | Toll-free: 1-844-218-0440

Email: info@fnhma.ca

Web: www.fnhma.ca

Program Contact	Eva Keeshig, Education Coordinator eva.keeshig@fnhma.ca
Delivery format	Intensive (5-day on-site) and Online (12-week sessions)

Special Note: The required training can be acquired through the Management Track Program (MTP), a partnership initiative of ICBOC and FNHMA. Using the MTP to acquire training for certification as a Certified Indigenous Team Leader in Addictions (CITLAS) with ICBOC is **entirely voluntary**. See icboc.ca/citlas/ for details.

FNHMA offers an educational program leading to the Certified First Nations Health Manager (CFNHM) professional designation, beginning with five courses in the Certified First Nations Health Manager Program (CFNHMP). Courses are based on the First Nations Health Manager Competencies. FNHMA also provides several ICBOC-accredited workshops. See fnhma.ca/workshop-courses/fnhma-workshops/

Thunderbird Partnership Foundation

22361 Austin Line, Bothwell, ON NOP 1C0

Tel: 519-692-9922

Email: jford@thunderbirdpf.org

Web: <https://thunderbirdpf.org>

Program Contact	Jessica Ford
Date of accreditation	April 24, 2024 (National Naloxone Program) February 10, 2025 (Pharmacology Train the Trainers)
Program type	Virtual and In-person

Course / Program	Course Descriptions	Accredited Hours
National Naloxone and Harm Reduction Facilitator Training Program (3 Day)	Module 1: Indigenous Culture as Foundation Module 2: The History and Impacts of Colonization Module 3: Substances and Substance Use Module 4: Anti-Stigma and Indigenizing Harm Reduction Module 5: Toxic Drug Poisoning Response and Naloxone Training Module 6: Identifying Resources and Supports	18 hrs
Pharmacology Training – Train the Trainers	1. Stimulants – Cocaine, Methamphetamine, MDMA, Amphetamines 2. Depressants – Alcohol, Benzodiazepines, Barbiturates, GHB 3. Opioids – Oxycodone, Hydromorphone, Codeine, Fentanyl, Morphine, Heroin 4. Cannabis – THC and CBD 5. Polysubstance Use – complexities and overlapping effects 6. Culture-Based Wholistic Healing – cultural approaches to substance use recovery	32.5 hrs

OVERVIEW

One of Thunderbird Partnership Foundation's mandates is to establish a networked training system to support the development of human resources required to ensure effective and efficient addiction services for Indigenous people regardless of where they live. Courses are pre-certified by ICBOC and/or the Canadian Council for Professional Certificate for continuing education and certification or re-certification of addiction counsellor competencies.



Indigenous Certification Board of Canada

Conseil Autochtone d'agrément professionnel du Canada (CAAPC)

Registered Nurses' Association of Ontario (RNAO)

500-4211 Yonge Street, Toronto, ON M2P 2A9

Tel: 416-907-7955 / 1-800-268-7199 ext. 244

Email: gsuva@RNAO.ca

Web: www.RNAO.ca

Program Contact	Grace Suva, Senior Manager, Indigenous Health, International Affairs and Best Practice Guidelines Centre
Date of accreditation	March 12, 2024
Program type / Duration	Webinar — 7 Seminars, 2 hours each (14 hrs total)

Course / Program	Course Descriptions	Accredited Hours
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 2 hours each	14 hrs

OVERVIEW

Webinar Training Series developed by RNAO in partnership with Nishnawbe Aski Nation (NAN), Chiefs of Ontario (COO), 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).

Coaching for Change Institute

704-1211 Melville Street, Vancouver, BC V6E 0A7

Tel: 778-872-2030

Email: drdelbarniroushak@gmail.com

Web: www.cfc-enterprise.com

Program Contact	Dr. Delbar Niroushak
Date of accreditation	January 6, 2025
Program type / Duration	Online — 3 hrs/week for 4–6 months + 110 additional hrs = 170 hrs total

Course / Program	Course Descriptions	Accredited Hours
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 Goal Setting and Achievement Strategies; Change management and resistance control Coaching Models and Frameworks (Mental Health, Emotional Health, Wellbeing)	170 hrs



	Problem-solving skills; Understanding the Wheels of Life; Human Behavior and life coaching Motivation Theories; Communication Skills and Conflict Management Building Professional Plans; Relationship Management Approach to Life Coaching Financial health; Ethics and Professionalism; Confidentiality and Boundaries Feedback and constructive reflection to enhance healthy and productive behaviours Understanding the 3 centres of the Enneagram for developing a bias-free coaching conversation Cultural Sensitivity and Inclusiveness; Continuing Professional Development Practical Life Coaching Skills; Client Assessment; Developing Action Plans; Monitoring Progress 50 hours project delivery + 50 hours peer coaching + 10 hours mentor coaching	
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OVERVIEW

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. The ICF-approved Leadership and Business Development program enables participants to fast-forward their entrepreneurial journey. Participants will receive: Level 2 Life Coaching Certification from the ICF; Certification from the Enneagram Empowerment School and the IEA; Certification from the Global Leadership Foundation; Certification from the Coaching for Change Enterprise. Graduates of the program will be able to apply for and receive a professional certified Indigenous life coach certification from ICBOC, recognized nationally.

Paul Laurie, MBA, ICADC, CCS-AS Recovery Works / iRecovery Works

27 McNabb Street, Bracebridge, Ontario P1L 1R4

Tel: 705-645-9837

Email: paul@recoveryworks.ca

Web: www.irecoveryworks.ca

Date of accreditation	January 8, 2026 (Core Training, valid to January 8, 2029) March 12, 2025 (Stand-alone modules, valid to March 12, 2028)
Program type	Online (delivered through the iRecovery Works online education platform; includes quizzes, case studies, and practical assessments)

Course / Program	Course Descriptions	Accredited Hours
Certified Indigenous Peer Support Worker Core Training	Module 1: Core Principles of Peer Support Module 2: Stages of Change Model Module 3: Concurrent Disorders Module 4: Medications Module 5: PTSD Module 6: ADHD Module 7: Ethics Module 8: PHIPA Certificate title: Indigenous Peer Support Worker Core Training	40 hrs
iRecovery Works – Stand-Alone Modules	Case Management Assessment	10
	Assessment	10



	Concurrent Disorders	10
	Drug Classes	10
	Supervision	30
	Modules may be taken individually toward initial certification, upgrades, or recertification	

OVERVIEW

Recovery Works offers ICBOC-accredited continuing education through the iRecovery Works online platform. The CIPSW is the only certification in Canada placing Indigenous cultural knowledge and lived experience in recovery at the centre of peer support. Cultural competency is foundational, not supplementary.

The full CIPSW credential requires 500 hours of lived experience in recovery, 70 hours of foundational peer support education, and 30 hours of Indigenous Cultural Knowledge completed through Pathway 1 (Reflective Video Summary, Thunderbird Partnership Foundation training, and Indigenous Canada/Coursera) or Pathway 2 (Community-Based Learning through Elder teachings, ceremony, and lived cultural experience).

Its accredited courses may be applied toward the 70 hours of foundational peer support education. They do not satisfy any portion of the 30-hour Indigenous Cultural Knowledge requirement, which must be completed through Pathway 1 or Pathway 2.

Dennis Windego — Independent Trainer

132-1100 Memorial Avenue, Thunder Bay, ON P7B 4A3

Tel: 819-855-6633

Email: dwindego@msn.com

Web: <https://grandmothersvoice.com/dennis-windego/>

Date of accreditation	November 26, 2024
Program type / Duration	In-person, three-day segments (8 hrs/day) — one-year mentorship program totalling 234 hrs

Course / Program	Course Descriptions	Accredited Hours
Land-Based Focused Oriented Therapy	Module 1: Trauma, PTSD, Vicarious, Intergenerational Complex Module 2: Basic Focusing-Oriented Therapy and Trauma Module 3: Intermediate Land-Based Focusing-Oriented Therapy Module 4: Advanced Land-Based Focusing-Oriented Therapy and Working with Children and Youth Module 5: Grief and Traumatic Loss Module 6: Working with Dreams and Trauma Module 7: Spirituality and Trauma Plus 66 practice hours with peer and coach feedback	234 hrs



OVERVIEW

Dennis Windego (Zoongwebines), of the Lynx clan from Nigigoonsiminikaaning First Nation in northwestern Ontario, brings over 30 years of experience providing one-on-one, family, and group therapy to Indigenous communities across Canada. He holds an MSW from Laurentian University and a BSW through the community-based Seven Generations/Carleton University program and trained extensively in Focusing-Oriented Therapy under longtime mentor Shirley Turcotte. His Land-Based Focused Oriented Therapy program integrates this clinical approach with Indigenous, land-based, and ceremonial practices to address complex trauma, grief, and the intergenerational impacts of residential schools. Delivered in partnership with Grandmother's Voice, the one-year mentorship prepares participants — including agency and community therapists and para-professionals with field experience but limited formal training — to create safe spaces for healing in Indigenous and non-Indigenous communities alike.

First Peoples Wellness Circle (FPWC)

857 Yellek Trail, North Bay, ON P1B 8G5

Tel: 1-833-311-3792 ext. 4-3

Email: keith.martin@fpwc.ca

Web: <http://www.fpwc.ca/>

Program Contact	Keith Martin, Workforce Development Lead
Date of accreditation	February 6, 2026 & March 4, 2026
Program Duration	Ongoing

Course / Program	Course Descriptions	Accredited Hours
FPWC Learning Circle – The Power of Prayer & Sacred Connection	With Knowledge Keeper and author Standing Bear Wayne Snellgrove Accredited February 6, 2026 Reflection on prayer as a living bridge between the physical and spiritual worlds; cultural teachings honouring ancestors, the Land, and unseen helpers toward balance and clarity	1.5 hrs
FPWC Learning Circle – The Power of Belonging, Inviting in Our Kin	With Connor Lafortune, Dokis First Nation Accredited March 4, 2026	1.5 hrs

OVERVIEW

The Power of Prayer and Sacred Connection will be explored in this learning circle with Knowledge Keeper and author Standing Bear, as participants are invited to reflect on prayer as a living bridge between the physical and spiritual worlds, one that honours our ancestors, the Land, and the unseen helpers who guide us toward balance and clarity. We will explore how sacred connection restores alignment, reminding us that healing begins within and extends outward to family, community, and all our relations. Grounded in traditional teachings, ceremony, and prayer, this learning circle offers space to cultivate humility, gratitude, and purpose — principles that support authentic living, strengthen decision-making, and deepen our understanding of the responsibilities we carry in our lives.

Community Support Specialists (trainers) bring forward many gifts that have continuously demonstrated their impact with learners and communities. They come to this work from their own living experience as First Nations, Inuit and/or Métis ancestry, and as regulated health professionals. Our trainers demonstrate care for the community and learners, strong facilitation and content mastery, an empathic listening approach that brings learners into a shared journey of learning, and a commitment to honouring their values and teachings (such as respect, humility, and trust). Trainers respect the way each community engages with Elders or Knowledge Carriers and seek to support learners in their local context.



Indigenous Certification Board of Canada

Conseil Autochtone d'agrément professionnel du Canada (CAAPC)

S.O.A.R.S.

427 rue du Boisé, Deux-Montagnes, QC J7R 7G4

Tel: 514-242-1242

Email: rola@ssoars.com

Web: www.ssoars.com

Program Contact	Rola Helou
Date of accreditation	October 28, 2025
Program type	Face-to-Face
Program Duration	One Day — 5 hours

Course / Program	Course Descriptions	Accredited Hours
Bias, Neurodiversity and Addictions: Understanding the Connections	Hybrid training session using multiple pedagogical approaches: brief lectures, hands-on activities, collaborations, discussions, role-playing games and quizzes Learner-centred methodology to favour understanding through multiple learning tools	5 hrs

OVERVIEW

This workshop was co-developed by Nick Lamesse (Kanien'kéha:ka, Akwesasne) and Rola Helou of S.O.A.R. Solutions to address challenge front-line workers regularly face: recognizing and accommodating neurodivergence among the people they support. Originally developed for Onen'to:kon Healing Lodge, the workshop is available to other organizations as well. Participants examine their own unconscious biases and social locations, learn how neurodivergent conditions such as ADHD and autism intersect with substance use and vulnerability to addiction, and practice communication and accommodation strategies for working in a "neuromixed" environment. The session closes by reframing neurodivergence through a strengths-based, Indigenous lens — recognizing gifts such as hyperfocus, creativity, and connection to land — rather than through a lens of deficit.

FormativeLab Learning & Research Academy

102, 681 Savannah Blvd NE, Calgary, AB T3J 5P6

Tel: 639-384-2212

Email: ceo@formativelabz.com

Web: www.formativelabz.com

Program Contact	Vijaychandrin Nair
Date of accreditation	August 7, 2025
Program type	Face-to-Face or Online Training
Program Duration	24 hours

Course / Program	Course Descriptions	Accredited Hours
Roots to Resilience: Indigenous Skills, Wellness & Workforce Readiness	Module 1: Reclaiming Wellness & Inner Strength Module 2: Speaking from the Heart – Communication Skills for Life and Work (11 hours combined) Module 3: Workforce Readiness – Resume Writing, Job Search, and Interview Skills (6.5 hrs) Module 4: Workplace Readiness and Success (6.5 hrs)	24 hrs



OVERVIEW

The Roots to Resilience program is a culturally grounded training that supports Indigenous learners in developing wellness, communication, and employment skills rooted in traditional knowledge and community values. This 24-hour training draws on the Medicine Wheel, Elder teachings, and land-based learning to build cultural identity, communication confidence, and workplace readiness.

Dreamcatcher Holistic Health Services Inc.

130 Tecumseh Rd. W., Windsor, ON N8X 1P9

Tel: 250-609-0833

Email: m.taylor@dreamcatcherhhs.com

Web: www.dreamcatcherhhs.com

Program Contact	Mia Taylor
Date of accreditation	September 18, 2025
Program type	Face-to-Face
Program Duration	5 days — 13 modules, 37.5 accredited hours

Course / Program	Course Descriptions	Accredited Hours
Mental Health Responder Certification	Module 1: Introduction to Mental Health Module 2: Legal and Ethical Considerations Module 3: Suicide Intervention Module 4: Suicide Prevention Module 5: Suicide Postvention Module 6: Practical Applications Module 7: Psychological Health and Safety in Remote Community and Workplace Environments Module 8: Employee Well-being in Remote Work Camps Module 9: Introduction to Self-Harm First Aid Module 10: Crisis De-escalation and Self-Defence Module 11: Supporting others through grief Module 12: Supporting others through addiction Module 13: Self-care and resilience	37.5 hrs

OVERVIEW

The Mental Health Responder (MHR) Certification is a culturally grounded training program delivered by Dreamcatcher Holistic Health Services Inc. (DHHS), an Indigenous-owned and led organization. ICBOC has accredited the 5-day, 13-module program (37.5 accredited hours), which covers crisis intervention, suicide prevention and postvention, psychological health and safety, and trauma-informed care, co-facilitated by Indigenous and mainstream practitioners for application in Indigenous communities and industrial worksites



One-Time Accreditations — 2025–2026 Fiscal Year

One-time events are listed here for the 2025–2026 fiscal year and roll off this Directory once the fiscal year closes.

Podium Events & Consulting — Dilico Anishinabek Family Care

200 Anemki Place, Fort William First Nation, Thunder Bay, ON P7J 1L6

Tel: 807-623-8511

Email: info@podium-events.com

Web: www.dilico.com

Program Contact	Marianne Bortolin
Date of accreditation	December 10, 2025
Program Duration	One Time

ONE TIME

Course / Program	Course Descriptions	Accredited Hours
NNADAP Conference – Honouring the Bundle	NNADAP 2026 Conference Honouring the Bundle: Indigenous approaches to Mental Health and Substance Use Health Thunder Bay, Ontario — January 28, 29, 2026	12.75 hrs

Podium Events & Consulting — Native Horizons Treatment Centre

130 New Credit Rd, Hagersville, ON N0A 1H0

Tel: 905-768-5144 | Toll-free: 1-877-330-8467

Email: info@nhct.ca

Web: www.nhct.ca

Program Contact	Marianne Bortolin (Podium Events & Consulting)
Date of accreditation	October 14, 2025
Program Duration	One Time

ONE TIME

Course / Program	Course Descriptions	Accredited Hours
NNADAP Conference – Shared Wisdom	NNADAP Conference Shared Wisdom: A Gathering for Growth Toronto, Ontario — October 28, 29, 30, 2025	17.25 hrs



Canadian Centre on Substance Use and Addiction (CCSA)

500-75 Albert Street, Ottawa, ON K1P 5E7

Tel: 613-796-0979

Email: awagner@ccsa.ca

Web: www.ccsa.ca

Program Contact	Andrea Wagner
Date of accreditation	September 9, 2025
Program type	Face-to-Face — 3 Day Conference
Program Duration	One Time

ONE TIME

Course / Program	Course Descriptions	Accredited Hours
Issues of Substance Conference	- Indigenous healing and culturally responsive care - Youth prevention and early intervention - Mental health and substance use integration - Harm reduction and innovative support models - Data-driven policy and practice - Lived experience and peer support - Women's substance use health - Opioid crisis response - Cannabis policy post-legalization	20.5 hrs

OVERVIEW

Our vision is simple: A healthier Canadian society where evidence transforms approaches to substance use health. In all our activities, our overarching goal is improving wellness for people experiencing the harms of substance use.



Notes



Indigenous Certification Board of Canada

Conseil Autochtone d'agrément professionnel du Canada (CAAPC)

C.P./P.O. Box 3999, Kanesatake, QC J0N 1E0

Tel: 450-983-8444

accreditation@icboc.ca

www.icboc.ca

Niawen — Thank you