

**SUMMARY OF STANDARDS AND REQUIREMENTS
CERTIFIED INUIT COMMUNITY SUPPORT WORKER Level I (CICSW I)**

Education	One year certificate or equivalent in a related human or social service field with emphasis on community support OR portfolio of training (formal or informal) that reflects the requirements of this certification.	HOURS
Experience	One (1) year minimum of remunerated, direct community support experience or practice in current employment. PLAR - Are also taken in consideration: <ul style="list-style-type: none"> • Previous experience providing services similar to the current employment • Experience acquired by means of a practicum/internship/placement, undertaken as part of a program of studies • Proven experience as a volunteer, providing services similar to the current employment (to a maximum of 100 hours) 	1000
Education or Training 350 hours	KNOWLEDGE AND SKILLS IN SUPPORT OF PROFESSIONAL PRACTICE	
	Core Knowledge and Skills	90
	General Knowledge and Skills	70
	Related Knowledge and Skills	30
	Cultural Knowledge and Skills	50
	Knowledge in the Core Functions of a Community Support Worker at Level I (CICSW I)	110
Supervisor's Evaluation Minimum scores	<ul style="list-style-type: none"> • Core Competencies • General Competencies • Related Knowledge and Skills in support of Professional Practice 	70%
	Cultural competencies <ul style="list-style-type: none"> • Knowledge, Skills and Attitudes of an Inuit CICSW I Professionalism <ul style="list-style-type: none"> • Professional Integrity • Life Skills 	80%
Practicum	Some hours of training in the core functions can be counted (must submit Practicum Report)	
Core Knowledge and Skills		90 hrs
Continuum of Substance Use		10
Mental Health and Wellness Issues		10
Medications and Medicines		5
Human Development across the Lifespan		15
Family Dynamics		15
Trauma-Specific Care		15
Self-Leadership		10
Health and Workplace Safety		10
General Knowledge and Skills in Support of Professional Practice		70 hrs
Communications		25
Computer and Office Skills		5
Financial Literacy		5
Group Facilitation		5
Knowledge Building (Client/Community Education)		5
Conflict Management		5
Motivational Interviewing		5
Community Development		5
Social Determinants of Inuit Health		5
Policies and Research		5

Related knowledge and skills in support of professional practice		30 hrs
<p>(A minimum of 3 hours per topic – The Inuit-focused topics included below are examples, the list is not exhaustive. If in doubt, or if you have question on acceptable topics, please contact ICBOC at registrar@icboc.ca)</p> <ul style="list-style-type: none"> • Grief and Loss • Bereavement and Culture • FASD • Suicide • Depression • Trauma • PTSD • HIV/AIDS • STDs • Self-Injury • Concurrent Disorders • Healthy Nutrition • Inuit Medicines • Burnout • Self-Care and Wellness • Workplace Safety • Inuit Health/Mental Wellbeing • Concurrent Disorders • Forms of Addictions • Specific Drugs/Substances • Cannabis Legislation • Inuit Epidemiology • Relapse Prevention • LGBT Issues • Inuit Traditional Lifestyles • Workplace Harassment • Domestic Violence • Lateral Violence • Lateral Kindness • Healthy Parenting • Inuit Societal Values • Life Coaching Topics • Group Programs • Incarceration Issues • Inuit Traditional Healing Practices • Healing and Humour • Inuit Traditional Craft-Making • Story Telling • Traditional Games • Country Food • Traditional Art • Decolonization • Internet Addiction • Sexual Addiction • Diabetes • Diversity • Culturally-Relevant Program Design • Climate Change Impact on Inuit Way of Life • Disabilities • Resilience and Coping • Child Welfare 		
Cultural Knowledge and Skills		50 hrs
Cultural/traditional knowledge on topics specific to Aboriginal culture and/or history, acquired through formal or informal training or through activities pursued in the context of working with/supporting clients, families or communities including knowledge and ability to communicate in their language		30
Residential school issues and/or decolonization		10
Sixties Scoop – Inuit, Metis and First Nations perspectives		5
Jordan’s Principle and the Inuit Child First Initiative		5
Knowledge in the Core Functions of a CICSW I		110 hrs
• Prevention/Health Promotion		10
• Intake and Early Intervention		5
• Screening, Assessment and Evaluation		5
• Care Planning		10
• Case Management		10
• Supportive Counselling		20
• Aftercare		5
• Outreach		5
• Program Delivery		5
• Crisis Response		10
• Referrals		5
• Networking		5
• Advocacy		5
• Teamwork		5
• Reports and record Keeping		5
NOTE: EDUCATION/TRAINING		
The required addictions-specific and addictions related hours may be acquired through formal education programs at university or college level or through more informal training in a variety of formats, offered by independent trainers, training organisations or through alternative means recognized by ICBOC.		