

**SUMMARY OF STANDARDS AND REQUIREMENTS
CERTIFIED INDIGENOUS COMMUNITY SUPPORT WORKER AT Level II (CICSW II)**

Education	Completion of a diploma in Community Support 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. This certification leads to the Certified Indigenous Community Support Manager credential (CICSM)	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 or in employment with skills transferable to this certification. • 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 500 hours) 	2000
Education or Training 490 hours minimum	KNOWLEDGE AND SKILLS IN SUPPORT OF PROFESSIONAL PRACTICE	
	Core Knowledge and Skills	130
	General Knowledge and Skills	90
	Related Knowledge and Skills	40
	Cultural Knowledge and Skills	50
	Knowledge in the Core Functions of a Community Support Worker at Level II (CICSW II)	180
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%
	Professionalism <ul style="list-style-type: none"> • Professional Integrity • Life Skills in support of Professional Practice Cultural Competence and Safety <ul style="list-style-type: none"> • Cultural Knowledge, Skills and Attitudes of an Indigenous CICSW II 	80%
Practicum	Some hours of training in the core functions can be counted (must submit Practicum Report)	
Core Knowledge and Skills		130 hrs
Continuum of Substance Use		15
Mental Health and Wellness Issues		15
Medications and Medicines		10
Human Development across the Lifespan		20
Family Dynamics		20
Trauma-Specific Care		20
Self-Leadership		15
Health and Workplace Safety		15
General Knowledge and Skills in support of Professional Practice		90 hrs
Communications		30
Computer and Office Skills		8
Financial Literacy		8
Group Facilitation		5
Knowledge Building (Client/Community Education)		8
Conflict Management		5
Motivational Interviewing		5
Community Development		8
Social Determinants of Indigenous Health		8
Policies and Research		5

Related Knowledge and Skills in Support of Professional Practice		40 hrs
<p>(A minimum of 3 hours per topic – The Indigenous-focused topics included below are examples, the list is not exhaustive. If in doubt, or if you have question on acceptable topics, please contact ICBOC at registrar@icboc.ca)</p>		
<ul style="list-style-type: none"> • Grief and Loss • Bereavement and Culture • FASD • Suicide • Depression • Trauma • PTSD • HIV/AIDS • STDs • Self-Injury • Concurrent Disorders • Healthy Nutrition • Indigenous Medicines • Burnout • Self-Care and Wellness • Workplace Safety • Indigenous Health/Mental Wellbeing 	<ul style="list-style-type: none"> • Concurrent Disorders • Forms of Addictions • Specific Drugs/Substances • Cannabis Legislation • Indigenous Epidemiology • Relapse Prevention • LGBT Issues • Indigenous Traditional Lifestyles • Workplace Harassment • Domestic Violence • Lateral Violence • Lateral Kindness • Healthy Parenting • Indigenous Societal Values • Life Coaching Topics • Group Programs • Incarceration Issues 	<ul style="list-style-type: none"> • Indigenous Traditional Healing Practices • Healing and Humour • Indigenous Traditional Craft-Making • Story Telling • Traditional Games • Country Food • Traditional Art • Decolonization • Internet Addiction • Sexual Addiction • Diabetes • Diversity • Culturally Relevant Program Design • Climate Change Impact on Indigenous Way of Life • Disabilities • Resilience and Coping • Child Welfare
Cultural Knowledge and Skills		50 hrs
Cultural/traditional knowledge on topics specific to Indigenous culture and/or history, acquired through formal or informal training or through activities pursued in the context of working with/supporting clients, families or communities including knowledge and ability to communicate in their language		30
Residential school issues and/or decolonization		10
Sixties Scoop – Indigenous, Metis and First Nations perspectives		5
Jordan’s Principle and the Indigenous Child First Initiative		5
Knowledge and Skills in the Core Functions of a CICSW at Level II (CICSW II)		180 hrs
• Prevention/Health Promotion		12
• Intake and Early Intervention		8
• Screening, Assessment and Evaluation		8
• Care Planning		20
• Case Management		20
• Supportive Counselling		25
• Aftercare		5
• Outreach		10
• Program Delivery		10
• Crisis Response		12
• Referrals		8
• Networking		10
• Advocacy		8
• Teamwork		8
• Leadership		8
• Record Keeping and Documentation		8
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.		