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: • 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**	• Core Competencies • General Competencies • Related Knowledge and Skills in support of Professional Practice	**70%**
	Cultural competencies • Knowledge, Skills and Attitudes of an Inuit CICSW I **Professionalism** • 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**
(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)		

- 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.