

INDIGENOUS CERTIFICATION BOARD OF CANADA



**APPLICATION PACKAGE FOR THE CERTIFICATION OF
CERTIFIED INDIGENOUS TEAM LEADERS
IN ADDICTION SERVICES**

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For a list of fees, please visit <https://icboc.ca/certification/list-of-certifications/http-icboc-ca-addictions-wellness-certification-fees/>

To complete your application, you will also have to provide other documents. A complete checklist of all the forms and documents you need to send is included on **page 4**.

Instructions for Completing this Application Package

We trust you consulted the **Summary of Standards and Requirements for Team Leader in Addiction Services**, available on our website at <https://icboc.ca/certification/list-of-certifications/certified-indigenous-clinical-team-leader-in-addiction-services-citlas/> before applying for this certification, and that you verified that your experience, academic qualifications and education/training meet these certification standards and requirements.

If you have done so and can vouch that you satisfy these standards and requirements, congratulations! You are ready to achieve your goal to become a **Certified Indigenous Team Leader in Addiction Services (CITLAS)**.

This package contains all the forms you need to apply for certification.

Now that you have downloaded the application package, you are responsible for:

1. completing your sections and gathering all the required supporting documents
2. ensuring that your references, supervisor, employers complete their parts
3. sending everything, including the application fee that fits your situation* to the ICBOC office. There is a check list on page 4 to help you. All the material must arrive in our office in one envelope.

* For more information on applicable fees, please consult ICBOC's website at

<https://icboc.ca/certification/list-of-certifications/http-icboc-ca-addictions-wellness-certification-fees/>

PLEASE KEEP A PHOTOCOPY OF THE COMPLETED APPLICATION PACKAGE FOR YOUR FILES.

If your supervisor and your referees wish to keep their references confidential (including the supervisor's evaluation), please provide them with an envelope (none are included in the application package) with the following information printed on the front.

Example: for a letter of reference the information on the outside of the envelope should bear the following information: Letter of Reference for (Write your first and last name)

Your application materials will first be received, logged, dated, and filed by our Administrative Coordinator. Your application file will be passed on to our Registrar for review **only when the complete package** with the cheque or money order (payable to the Indigenous Certification Board of Canada or ICBOC) has been received. Be sure to include your return address on the outside of the envelope containing your application package.

IMPORTANT: You might change address during the two years leading to your certification renewal, and we won't be able to contact you at the old address. **Please do not forget to inform us of any future change of address.**

If you have any questions regarding the application package, educational requirements, or about ICBOC please call us at: 450-983-8444 by email at admin@icboc.ca or registrar@icboc.ca

We look forward to receiving your application package and to assisting you in any way that we can.

Check List

You are responsible for submitting **ALL** the following forms to the Registrar at the address noted on page 26. Please visit our website other information and document related to this certification (www.icboc.ca).

	Personal Information Form
	Assurances Form
	Employment History Form
	Employment Verification Form
	Educational Qualifications Form
	Copy of your certificates or diplomas from educational institutions
	Copy of your transcripts with number of course hours for each course
	Practicum/internship Report (if applicable)
	Copy of the certificates documenting the other trainings you have completed
	Declaration form regarding an applicant's alternative learning/training
	Current comprehensive Job Description
	Supervisor's Evaluation Form
	Letters of Reference #1 - personal reference
	Letters of Reference #2 - professional reference
	Employers' Letter of Declaration regarding Applicants' Criminal Record Checks
	Consent Form (<i>Release of information</i>)
	Completed and signed Personal Wellness Plan
	Dated and signed Code of Ethics
	Payment of the Certification fee*, in the form of a cheque, or money order, payable or Indigenous Certification Board of Canada or ICBOC

* For more information on applicable fees, please consult ICBOC's website at <https://icboc.ca/certification/list-of-certifications/http-icboc-ca-addictions-wellness-certification-fees/>

All the required forms that make up the application package must be received by the Registrar as **one complete package** in order for us to process your application. Keep the originals of your certificates, as well as a copy of the other documents in your application for your own records.

If you require more information or assistance, please contact the ICBOC office at 450-983-8444 or by email at registrar@icboc.ca or admin@icboc.ca

Assurances Form

I certify that I voluntarily make this application, and freely submit myself to the evaluation of the Indigenous Certification Board of Canada. I will accept the decision of the ICBOC and do accept full responsibility for all consequences of the process of seeking certification.

As an Indigenous Addictions Team Leader in Addictions Services enrolled with ICBOC, I agree to abide by and uphold the policies, procedures, code of ethics and decisions of the Board and its officers. This “Code of Ethics” defines responsibilities to oneself, family, colleagues, clients, the public and Nations.

I certify that I have no history of alcohol or other substance misuse for a minimum period of three (3) years immediately prior to making this application.

To the best of my knowledge, the information contained herein is true and correct.

I authorize members or representatives of the ICBOC to contact and obtain information from any references, employers or educational institution(s) deemed necessary in the evaluation of this application.

I waive my right to inspect the results of any such inquiries made to references, employers, or educational institutions. I waive my right to inspect any letters of endorsement or personal reference. I waive my right to inspect the record of deliberations of the Board in considering this application.

DATE _____ SIGNATURE _____

PRINT NAME: _____

APPLICANT'S NAME _____

DATE _____

Employment History

Please list full-time, paid positions, beginning with your current position and going back consecutively for at least **five positions and/or five years**.

1. EMPLOYER _____ SUPERVISOR _____
POSITION TITLE _____ DATES: from _____ to _____
month/day/year
MAJOR DUTIES _____

2. EMPLOYER _____ SUPERVISOR _____
POSITION TITLE _____ DATES: from _____ to _____
month/day/year
MAJOR DUTIES _____

3. EMPLOYER _____ SUPERVISOR _____
POSITION TITLE _____ DATES: from _____ to _____
month/day/year
MAJOR DUTIES _____

4. EMPLOYER _____ SUPERVISOR _____
POSITION TITLE _____ DATES: from _____ to _____
month/day/year
MAJOR DUTIES _____

5. EMPLOYER _____ SUPERVISOR _____
POSITION TITLE _____ DATES: from _____ to _____
month/day/year
MAJOR DUTIES _____

APPLICANT'S NAME _____

DATE _____

Employment verification form

Dear employer/supervisor:

You are requested to verify the employment of the applicant whose name appears at the top of this page, and who is applying for certification from the Indigenous Certification Board of Canada. Applicants must have employment utilizing wellness/addictions skills. **Please return the completed and signed form to the applicant, if you prefer, you can return it in a sealed envelope.** The applicant needs to submit this form with the rest of his/her application so it can be processed without delay.

Name of employing organization _____

Address _____ Telephone _____

City _____ Province/Territory _____ Postal Code _____

Name of Employer/Supervisor (Print) _____

Professional title: _____

Position of Applicant _____ Employed from _____ To _____
month/day/year month/day/year

Major Duties _____

Additional position(s) previously held by the applicant in your organization (if any):

1. Job title _____ Employed from _____ To _____
month/day/year month/day/year

Briefly describe the applicant's major duties in this previous position: _____

2. Job title _____ Employed from _____ To _____
month/day/year month/day/year

Briefly describe the applicant's major duties in this previous position: _____

Signature of Supervisor: _____ Date: _____

Educational Qualifications

In the space below please provide information on your educational background. *Please note that there are provincial differences in the Canadian Education System at secondary and post-secondary levels. Please specify your academic credentials.

A. Secondary Education: (check appropriate box)

High School Diploma GED Other* _____
 (please specify)

B. Post-Secondary Education:

Have you pursued a post-secondary education program? Yes No

If the answer is yes, please provide details for each post-secondary program:

1. **Name of University/College:** _____

(Check appropriate box) Degree Diploma Certificate Other*

Name of degree, diploma, certificate or other* _____

Year degree, diploma, certificate received _____

2. **Name of University/College:** _____

(Check appropriate box) Degree Diploma Certificate Other*

Name of degree, diploma, certificate or other* _____

Year degree, diploma, certificate received _____

3. **Name of University/College:** _____

(Check appropriate box) Degree Diploma Certificate Other*

Name of degree, diploma, certificate or other* _____

Year degree, diploma, certificate received _____

Declaration regarding an applicant's alternative learning/training
INSTRUCTIONS FOR COMPLETING THE DECLARATION ON PAGE 11

What is alternative learning/training?

As an indigenous, culture-based certifying body, ICBOC recognizes that, for various reasons, it is sometimes difficult to attend training outside the community. We believe that knowledge and skills can also be acquired through alternative means. ICBOC considers three distinct situations where this kind of alternative learning/training can be acquired and recognized:

Which situations are recognized as alternative learning/training?

Situation 1. Participation in cultural/traditional activities in the context of your healing work with clients. By attending and/or participating in these activities with your clients, during work hours, you are acquiring skills and knowledge about how and why these activities can impact the recovery and wellbeing of your client.

Situation 2. Cultural teachings or advice you received from an Elder at your place of employment, during the course of your work schedule. This might relate to issues pertaining to your own ability to engage with your clients, for which you are seeking guidance with the view to improve your interventions and relationship.

Situation 3. Training you have developed and delivered yourself in-house to your colleagues, your clients or to people in your community. By sharing your knowledge with others, you are also gaining valuable skills and knowledge yourself. Among the skills you will acquire are presentation skills, interpersonal skills, communication, analytical, time management skills etc... communicating your knowledge is not a one-way process. Your audience is always made up of people who can also contribute their own ideas, views, learnings, values etc.. This will impact and enhance your own knowledge. We encourage employers and supervisors to foster the sharing of the knowledge that already exists among their staff. Creating a community/circle of learning in a workplace enhances individual and collective learning.

IMPORTANT

- Please carefully read, use, and complete the form below and/or any copies you submit exactly as instructed, or it/they will not be accepted. **Do not use this form for any training for which you have a certificate**
- **Please complete one copy of the form page 11 below per situation** (but you can make photocopies of each form corresponding to a given situation if you need more space).
- You can make photocopies of each form corresponding to a given situation if you need more space.
- **Do not list** learnings/trainings acquired in **multiple situations on one single form.**
- **Do not use this form to list training provided by external trainers/facilitators.** If you attended in-house or other trainings in other formats, but provided by **external facilitators**, please use and complete the form on page 13.
- Please note that **the maximum number of hours** accepted as part of the Declaration of alternative learning/training **for ALL submitted forms must not exceed 26 hours.**
- **Ensure that each copy** of the forms submitted **is completed as required by a person qualified to sign it** (Elder, employer, executive director, supervisor, training coordinator, human resources manager, or any other person responsible for staff training and who can be contacted).
- **If it is not possible for an Elder** to complete and sign a form for situation 2, it can be completed by one of the other qualified persons. However, the name and contact information of the elder **MUST** be provided on the form or it will not be accepted.

ICBOC - Declaration form - applicant's alternative learning/training

As an indigenous, culture-based certifying body, ICBOC recognizes that, for various reasons, it is sometimes difficult to attend training outside the community. We believe that knowledge and skills can also be acquired through other means.

We encourage employers and supervisors to encourage the sharing of the knowledge that already exists in the place of work. Creating a community/circle of learning in a workplace is a great way to enhance individual and collective knowledge.

IMPORTANT: Please read, use, and complete this form carefully, as instructed. **Failure to do so will annul the forms.**

- **Do not use this form for any training provided by external trainers/facilitators.** If you attended in-house training, provided by external facilitators, please request certificates, and submit them with your application
- Use **ONE** form for each type of situation and signatory – photocopy the form as needed
- The total hours in **ALL** the forms submitted must **not exceed 26 hours.**

Please use this form to only document the hours of **training acquired via the three (3) alternative ways** listed below. **Ensure it is completed as required by a person qualified to sign it** (employer, Elder, executive director, supervisor, training coordinator, human resources manager, or any other person responsible for staff training and who can be contacted). **A maximum of 26 hours for all the learning acquired in one or all listed situations will be accepted.** In the case of your certification renewal, this could represent over half of the 40 hours required:

Situation 1. Participation in cultural/traditional activities **in the context of your healing work with clients.**

Situation 2. Cultural teachings or advice you received **from an Elder at your place of employment, during the course of your work schedule.**

Situation 3. **Training you have yourself delivered in-house to your colleagues, your clients or the public.** In this case, please also submit both a copy of the training session description, including the title, learning objectives, content description and agenda.

Date of this declaration		Name of applicant	
Name of the employing organization/agency			
Name of the person qualified to sign this declaration			
Job Title of the person signing this declaration			
Telephone		Email	
List of training(s) attended by this applicant			
Date of training	Title of the training session	Hours	
Note: If you need more space to list the training that the applicant has attended/completed, please photocopy this page. Please ensure that the declaration section below is completed.			
DECLARATION			
I, the undersigned, affirm that I am the person qualified to provide this letter of declaration and that I have verified the training received by the above-named applicant. I declare that the information provided in this letter is correct and truthful.			
Name of qualified person _____			
Signature of qualified person _____			

Date _____ Telephone # _____
 Year Month Day

Supervisor's Evaluation Form (page 12 to 15)

Note to applicant: if the person you are asking to complete this form **has not been your supervisor for at least six (6) months**, please copy this form and request that your former supervisor also provide their comments.

NAME OF APPLICANT _____

Dear employer/supervisor:

You are requested to verify the employment of the applicant whose name appears above and who is applying for certification from the Indigenous Certification Board of Canada. Applicants must have employment utilizing addictions prevention skills. **Please return the completed and signed form to the applicant, if you prefer, return it to the applicant in a sealed envelope.** The applicant needs to submit this form with the rest of his/her application so it can be processed without delay.

LENGTH OF TIME YOU HAVE SUPERVISED THE APPLICANT _____

SCORING: Please place a cross (x) in the box that most accurately reflects the applicant's knowledge, skill or competency for each of the statements

Scoring key: 1=Need more training /experience 2=Adequate 3=Good 4=Excellent

KNOWLEDGE AND SKILLS IN THE SEVEN DOMAINS				
DOMAIN 1. ADDICTIONS KNOWLEDGE AND PRACTICE	1	2	3	4
Knowledge of various forms of addictions including substance, solvents, and process addictions.				
Knowledge of the physiological mechanisms of chemical dependencies				
Knowledge of the psychological aspects/complications of addictions				
Knowledge of the pharmacological aspects of addictions				
Knowledge of the biological, psychological, and sociological factors that determine an individual's level of involvement with substances				
Knowledge of the effects of addictions on individuals, family & community				
Knowledge in the practice of screening and assessment				
Knowledge and skills in treatment planning				
Knowledge and skills in Case Management				
Knowledge of Government A&D policies/ strategies and their impact on First Nations, Inuit and Metis health programs and services				
Knowledge of the National Native Alcohol and Drug Abuse Program Renewed Framework				
Scores				

TOTAL SCORE DOMAIN 1	
Maximum Score	44

DOMAIN 2. PROGRAM MANAGEMENT	1	2	3	4
Knowledge and abilities to apply leading concepts relating to First Nations addictions and mental wellness service/program delivery				
Knowledge and abilities in strategic and operational planning				
Ability to implement service/program planning activities with staff/team				
Ability to conduct service/program reviews and makes recommendations for their development				
Ability to incorporate new services and management information to ensure quality services to clients and community				
Knowledge and abilities of the key elements and processes of continuous service/program quality improvement.				
Knowledge and abilities in following and implementing generally accepted accounting principles				
Scores				

TOTAL SCORE DOMAIN 2	
Maximum Score	28

DOMAIN 3. HUMAN RESOURCES MANAGEMENT	1	2	3	4
Ability to assess human resource needs of a team within an addictions and mental wellness service/program				
Ability to develop human resource management strategies and plans				
Knowledge and skills in the recruitment and selection of qualified employees				
Ability to supervise member of a team to achieve the goals and objectives of a service/program				
Ability to allocate time and financial resources needed for the professional development of the members of a team				
Knowledge and skills in performance appraisals of staff				
Knowledge of negotiations and conflict resolution				
The ability to guide and manage change, consistent with the vision and values of the program/service and organization.				
Scores				

TOTAL SCORE DOMAIN 3	
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Maximum Score	32
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DOMAIN 4. LEADERSHIP	1	2	3	4
Knowledge of the key leadership styles, characteristics, and values				
Ability to apply the mission and priorities of the organization into regular practice.				
Ability to facilitates the establishment and practice of a common vision and outcomes within a team				
Knowledge of the competencies linked to self leadership (self-awareness, self-management, social awareness and relationship management)				
Awareness of the limitations of own knowledge and skills				
Ability to accept and incorporate culturally appropriate ways of respecting and understanding with regard to Team Leader professional practice.				
Ability to facilitate and employ a team approach within a program, service, or community service organization				
Ability to collaborate with health care professionals and para-professionals to deliver effective Addictions services				
Ability to ensure that culture is an integral part of the program/service delivery				
Scores				
TOTAL SCORE DOMAIN 4				
Maximum Score				36
DOMAIN 5. COMMUNICATION	1	2	3	4
Knowledge of the nature, role, and styles of effective communication				
Capacity to select personal and interpersonal communication methods appropriate for a variety of audiences				
Familiarity in a variety of written communication formats (Correspondence, reports, policies, proposals, case notes, etc.)				
Ability to identify and resolve communication barriers in the workplace				
Ability to listen and address concerns and issues expressed by the staff, community members and other key stakeholders				
Ability to translate complex health care issues to community members in a language appropriate to the First Nation community				
Competence in the use of computers, and software applications the management and monitoring of documents and reports				
Scores				

TOTAL SCORE DOMAIN 5	
Maximum Score	28

DOMAIN 6. CULTURAL KNOWLEDGE AND SKILLS	1	2	3	4
Knowledge of the history and of the intergenerational impact of colonization on First Nations, Inuit, and Metis people in Canada				
Knowledge of indigenous perspectives and experiences in self-determination in the context of A&D program development & delivery				
Knowledge of the relations between the social determinants of health and addictions and mental health in indigenous communities				
Ability to reflect upon an organization’s structures, policies, and procedures, and to plan/implement culturally competent practices				
Understanding the traditional and community role of decision-making at the individual, family, and community levels				
Ability to identify and utilize community support structures (importance of Elders and knowledge keepers within communities)				
Knowledge of cultural approaches to education, professional and workforce development in the context of addictions & mental wellness				
Scores				

TOTAL SCORE DOMAIN 6				
Maximum Score				28

DOMAIN 7. PROFESSIONALISM	1	2	3	4
Ability to integrate First Nations values, beliefs, customs, traditions and practices to the development and delivery of addictions services				
Demonstrates respect to people from diverse cultural, socio-economic, and educational backgrounds, and persons of all ages, genders, sexual orientations and abilities.				
Ability to model how to function with integrity and in compliance with the established guidelines and rules of the service/program and organization				
Ability to create and maintain a safe, healthy, clean, and positive work environment				
Ability to conduct an assessment of the cultural competency of self, of the team and of the organization				
Ability to evaluate and accept one’s own limitations and to refer to more competent persons when necessary				
Knowledge of the standards of conduct and code of ethics and ability to model and have them applied in the workplace				
Ability to take care of oneself and awareness of the responsibility to manage one’s stress and to balance one’s personal and professional life				
Scores				

TOTAL SCORE DOMAIN 7				
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Maximum Score	32
TOTAL SCORE FOR ALL DOMAINS (to be calculated by ICBOC)	

Supervisor's reference - Please comment on the following

Moral Character _____

Professionalism _____

Community Standing _____

Non-Alcohol/Drug Related Activities _____

Personal history of alcohol or other substance misuse _____

Commitment to helping alcohol/drug misusers _____

Name of Supervisor (please print): _____

ADDRESS _____
Street City

Province _____ Postal code _____ TELEPHONE (____) _____

Signature: _____ Date: _____

Glossary of terms - Supervisor's Reference

Moral Character

Consider honesty, maintenance of healthy counselor-client relationships, the ability to determine right from wrong according to generally accepted community standards, and the example set for young people, clients, friends, and co-workers

Professionalism

Consider work habits such as adherence to office hours, program policies and record maintenance as well as relationships with co-workers, other agency personnel, clients, and community members

Community Standing

Consider community activities other than those involved with the field of alcoholism/drug addiction as well as leadership activities

Commitment to helping alcohol/drug misusers

State evidence that the applicant considers his/her involvement in the field as more than a "job"

Letter of Personal Reference #1

In support of a candidate's application for professional certification as an Indigenous Team Leader in Addictions Services

NAME OF APPLICANT: _____
To be filled in by applicant

The above-named individual has applied for certification as a Certified Indigenous Team Leader in Addiction Services with the Indigenous Certification Board of Canada. To assist the Board in its evaluation of this applicant, the following information is requested. **Please do not provide this information unless you have known the applicant personally for at least three years.** The referee must not be a relative. A glossary of terms has been provided to assist you.

If you wish, you can return the completed letter of reference in a sealed envelope to the applicant. Failure to provide this reference will jeopardize the timely processing of this application.

LENGTH OF TIME YOU HAVE KNOWN THE APPLICANT: _____

RELATIONSHIP TO THE APPLICANT (circle one of the items listed)

Friend Co-worker Supervisor Non-relative

Please comment on the following characteristics regarding the applicant:

1. Moral Character _____

2. Professionalism _____

3. Community Standing _____

4. Non-Alcohol/Drug Related Activities _____

5. Volunteer Activities _____

6. Personal history of alcohol or other substance misuse (length of non-use) _____

Letter of Personal Reference #1 (second page)

7. Commitment to helping alcohol/drug misusers _____

8. Other Remarks _____

Name of Referee _____
Please print

Address _____

City _____ Province _____ PC _____

Telephone (____) _____

Signature _____

Date: _____

Please return the completed letter of reference to the applicant, in a sealed envelope if you prefer. Thank you.
Failure to return this form to the applicant may jeopardize the timely processing of his/her application.

GLOSSARY OF TERMS (letter of reference #1)

Moral Character

Consider honesty, maintenance of healthy counselor-client relationships, the ability to determine right from wrong according to generally accepted community standards, and the example set for young people, clients, friends, and co-workers

Professionalism

Consider work habits such as adherence to office hours, program policies and record maintenance as well as relationships with co-workers, other agency personnel, clients, and community members

Community Standing

Consider community activities other than those involved with the field of alcoholism/drug addiction as well as leadership activities

Commitment to helping alcohol/drug misusers

State evidence that the applicant considers his/her involvement in the field as more than a “job”

Letter of Professional Reference #2

In support of a candidate's application for professional certification as an Indigenous Team Leader in Addictions Services

NAME OF APPLICANT: _____
To be filled in by applicant

The above-named individual has applied for certification as a Certified Indigenous Team Leader in Addiction Services with the Indigenous Certification Board of Canada. To assist the Board in its evaluation of this applicant, the following information is requested. **Please do not provide this information unless you have known the applicant personally for at least three years.** The referee must not be a relative. A glossary of terms has been provided to assist you.

If you wish, you can return the completed letter of reference in a sealed envelope to the applicant. Failure to provide this reference will jeopardize the timely processing of this application.

LENGTH OF TIME YOU HAVE KNOWN THE APPLICANT: _____

RELATIONSHIP TO THE APPLICANT (check appropriate box)

Employer Co-worker Supervisor Non-relative

Please comment on the following characteristics regarding the applicant:

1. Moral Character _____

2. Community Standing _____

3. Family Relationships _____

4. Non-Alcohol/Drug Related Activities _____

5. Volunteer Activities _____

6. Personal history of alcohol or other substance misuse (length of non-use) _____

Letter of Professional Reference #2 (second page)

7. Commitment to helping alcohol/drug misusers _____

8. Other Remarks _____

Name of Referee _____
Please print

Address _____

City _____ Province _____ PC _____

Telephone (____) _____

Signature _____

Date: _____

Please return the completed letter of reference to the applicant, in a sealed envelope if you prefer. Thank you.
Failure to return this form to the applicant may jeopardize the timely processing of his/her application.

GLOSSARY OF TERMS (letter of reference #2)

Moral Character

Consider honesty, maintenance of healthy counselor-client relationships, the ability to determine right from wrong according to generally accepted community standards, and the example set for young people, clients, friends and co-workers

Professionalism

Consider work habits such as adherence to office hours, program policies and record maintenance as well as relationships with co-workers, other agency personnel, clients, and community members

Community Standing

Consider community activities other than those involved with the field of alcoholism/drug addiction as well as leadership activities

Commitment to helping alcohol/drug misusers

State evidence that the applicant considers his/her involvement in the field as more than a “job”

Employers¹ Letter of Declaration Regarding Applicants Criminal Record Checks

ICBOC does **not** require criminal record checks as part of our certification process. The responsibility for ensuring that checks are done to protect the safety and welfare of client’s rests with the employer. To know more about ICBOC Policy on Criminal Record Checks, please contact ICBOC.

**LETTER OF DECLARATION REGARDING THE CRIMINAL RECORD CHECK
OF AN APPLICANT SUBMITTING AN APPLICATION FOR CERTIFICATION WITH ICBOC**

Name of applicant _____

Name of organisation or institution where the applicant is employed _____

Employer’s name _____

I, _____ affirm that I am the applicant’s employer.

I moreover declare that, in accordance with all applicable laws, a criminal record check was conducted on the applicant prior to commencement of employment and/or within 90 days of applying for certification and that, as an employer, I am satisfied that the applicant does not pose any risk to clients.

I confirm that that I am the person authorized to sign this declaration and that the information I have provided in this declaration is correct and complete.

Signature of the employer _____

Date: _____

¹ By "Employer" is meant any person who is legally responsible for insuring the verification of criminal record checks for all employees and who is authorized to sign this declaration

Consent for the release of information

I, _____, of _____
Print Name of Employee Print Name of Employer/Organization

hereby authorize and consent for the release of information or documentation pertaining to my certification application to persons that the ICBOC might need to consult for the purpose of certification, **except** to the persons/and or organisations named below (write a list of names of individuals or organisations that ICBOC **should not** release your information to):

If you authorize ICBOC to release information as is needed, you can still choose to limit the information released. Place indicate below the information you do not wish to be released:

This consent for release of information may be withdrawn at any time by written request to the Certification Board and/or it will expire on the expiration date of your ICBOC certification

Signature: _____ Date: _____

Witness Name: _____

Witness Signature: _____

Note: The Indigenous Certification Board of Canada will not include you in its Registry of certified professionals if we do not have this consent form from you.

Personal Wellness Plan

Circle of Life

All **Indigenous certified professionals** will have a personal health and wellness plan. This plan is a continuous day-to-day action plan that maximizes the individual's potential in each quadrant of the Circle of Life.

Below is a list to assist you to develop your personal wellness plan. Use it each day, keep in mind that balance in your own life is your own responsibility that reflects your credibility.

“ My Wisdom of Choice is my great gift received from the Creator. I draw on the teachings and wisdom of Elders whom I know and respect. Their insights provide the vision I need to discover my purpose.”

Make changes, additions, or modifications to the list below, it's a guide designed to help you get started.

1. List what is necessary to remain balanced in each of your four quadrants.
2. Take time to consider the common feelings, actions and thoughts that support your total well being.

Examples:

a. Strengths

People skills, gentleness, sense of humor, insight, respect, vision, hopes and dreams, dedication, commitment, skills, experience, knowledge.

b. Spiritual

Traditional/cultural ceremonies, prayer, spiritual readings, meditation.

c. Emotional

Cultural practices, healing, work environment, adventure, rest and relaxation, feelings, virtues, beliefs, values, self-esteem.

d. Physical

Nutritious foods, exercise, clean body and environment, no-smoking, no-alcohol, no-drugs, safe sex.

e. Mental/Social/Cultural

Work life, school life, social and fun, financial knowledge, health knowledge, cultural practices. Nuclear and extended family, relationships, old and new friends, new information, self-expression, anger management.

My Personal Wellness Plan

My name: _____ Date: _____ Signature: _____

A. My **Strengths**: _____

What may stop me from using my strengths to achieve the goals I choose for myself: _____

B For my **Spiritual** wellbeing:

My goal is: _____

Steps I take to reach my goal:

1. _____

2. _____

3. _____

C. For my **Emotional** wellbeing:

My goal is: _____

Steps I take to reach my goal:

1. _____

2. _____

3. _____

D. For my **Physical** wellbeing:

My goal is: _____

Steps I take to reach my goal:

1. _____

2. _____

3. _____

E. For my **Mental** wellbeing,:

My goal is: _____

Steps I take to reach my goal:

1. _____

2. _____

3. _____

ICBOC Code of Ethics

This “Code of Ethics” that we choose to live by is built on the cultural integrity of traditional First Nations’ healing philosophy. Please sign and date it, and submit it with your application

- Abstain from substance misuse and process addictions during our tenure as Indigenous Certified Addiction professionals.
- Strive to incorporate the spiritual teachings of our ancestors into our daily lives. Take personal responsibility for continued growth through education, training, and a developmental wellness plan.
- Be dedicated to the concept that addictions are treatable, and the primary goal is to maintain recovery and wellness of the client.
- Show a genuine interest in helping and serving persons with addictions issues and be dedicated to the concept of wellness, recovery, and holistic healing.
- Honour cultural and traditional teachings that empower clients to choose a healthy lifestyle.
- Recognize the therapeutic value of humour.
- Accept and show respect for the diversity of all peoples and honour their race, colour, creed, age, sexual orientation, cultural/spiritual practices, and views.
- Respect the client by maintaining an objective professional relationship at all times. Avoid dual relationships at all times.
- Protect the confidentiality of all professionally acquired information. Disclosure of such information is done only when required or allowed by law to do so, or when clients have consented to disclosure. This includes all records, materials, and communications.
- Make a commitment to provide the highest quality of service possible. This is evidenced by continued professional interaction with the client and, where necessary, the utilization of other health professionals and/or services to assist and guide the client in her/his recovery and wellness.
- Assess personal and vocational strengths, limitations, biases, and effectiveness and be willing to recognize when it is in the client’s best interest to refer or release them to other individuals and/or support programs.
- Be respectful of, work within, and strive to improve institutional policies and management functions.
- Respect all policies, codes of ethics, code of conduct, and any other clause, regulation, stipulation in effect in your place of work and that you are responsible to apply in your personal and/or professional life
- Insure the safety and welfare of clients by respecting all applicable federal and/or provincial laws of Canada regarding criminal records checks.

Signature

Date: _____

Name (Please print)

WHERE TO SUBMIT YOUR APPLICATION

If you have questions or need more information, don't hesitate to contact us, we are here to assist you.

Please send your application, with the certification fee* to the following address. Cheques and money orders are to be made to ICBOC.

Registrar, ICBOC
P.O. Box 3999
Kanesatake, QC
J0N 1E0
Telephone: 450-983-8444
Email: registrar@icboc.ca
Website: www.icboc.ca

*For a list of fees, please visit <https://icboc.ca/certification/list-of-certifications/http-icboc-ca-addictions-wellness-certification-fees/>

**SUMMARY OF STANDARDS AND REQUIREMENTS
CERTIFIED INDIGENOUS TEAM LEADER IN ADDICTIONS SERVICES (CITLAS)**

This Certification level is available to applicants who either

- Satisfy the standards and requirement of this certification. See note on education/training on page 2.
- Are certified with the First Nations Health Managers Association (FNHMA) and satisfy the additional ICBOC requirements regarding addictions.

EDUCATION

Degree in the health care field or in leadership (clinical, program/service administration/management, human, social and community services).

For Quebec applicants, a DEC (three (3) year technical program of studies in health or social services) AND one (1) year of university certificate in health care field (clinical, program/service administration/management, human, social and community services) or in leadership **OR** has completed the 5 courses offered by the First Nations Health Managers Association (FNHMA) as well as training in addictions

WORK EXPERIENCE

HOURS

4 years progressive full time paid work experience in a related field, in positions that included functions similar to those of a team leader, with a minimum of 2 years in an Aboriginal health/wellness program/Service focused on addictions (Community-based or treatment centre)

8000

KNOWLEDGE AND SKILLS EDUCATION/TRAINING

HOURS

Please refer to **NOTE: EDUCATION/TRAINING** on page 2

Education/ Training Hours 900 hrs minimum	Core knowledge	700
	• The 7 competency domains of a Team Leader	
	Related knowledge and skills	
	• Health and safety topics	10
	• Technology knowledge and skill topics	10
	• Other topics related to addictions and mental wellness	40

Supervisor’s Evaluation of the core and related knowledge and skills

80%

CITLAS – CORE KNOWLEDGE IN THE 7 COMPETENCIES OF A TEAM LEADER

1. Addictions and mental wellness practice (Aboriginal focus)	200 hrs
General health issues	40
Core addictions issues	60
Related addictions issues (see list of suggested training topics page 2)	50
Addictions and mental wellness systems (Government and Aboriginal health policies and strategies)	50
2. Program management (focus on addictions)	100 hrs
General program management	20
Addiction program management	40
Program Quality Improvement	20
Financial management	20
3. Human resources management (focus on addictions)	100 hrs
Staffing	20
Employee relations	20
Staff development	20
Staff Retention	20
Change Management	20
4. Leadership (focus on addictions)	100 hrs
Foundation of leadership	20
Self-Leadership	40
Team building	20
Networking	20

5. Communication	150 hrs
Nature and role of communication	50
Interpersonal communication	50
Motivational interviewing	10
Conflict management	20
Crisis management	20
6. Cultural knowledge	150 hrs
First Peoples of Canada culture and history	50
Indigenous concepts of health	40
Cultural approaches to addiction practice	40
Cultural approaches to capacity building (indigenous lens)	20
7. Professionalism	60 hrs
Professional Ethics	30
Cultural competence and safety concepts	30
CITLAS – RELATED KNOWLEDGE AND SKILLS	
Health and safety topics*	10
Technology knowledge and skill topics	10
Other topics related to addictions and mental wellness	20
* Please note that training in health and safety topics (WHMIS, CPR, First Aid etc..) will only be counted once.	
CITLAS - SUPERVISOR'S EVALUATION	
A minimum Supervisor's evaluation score of 80% is required	
NOTE: EDUCATION/TRAINING	
The education/training topics and hours required for this certification (CITLAS) and indicated in this Summary of Standards and requirements are to fill gaps in the academic programs an applicant has completed.	
The required addictions-specific and addictions related hours may be acquired through the courses offered by the First Nations Health Managers Association (FNHMA) or through any other form of education/training delivered by a variety of providers (continuing education programs, workshops, seminars, single courses delivered through conferences, in-house or online). Proof of training is mandatory (transcripts, certificates, or affidavits)	
NOTE: ALTERNATIVE LEARNING/TRAINING	
Hours acquired through cultural/traditional activities and pursued in support of a Team Leader personal and professional development and practice, are accepted.	
Other topics related to addictions and mental wellness	
This list is not exhaustive, and other topics are acceptable, so If you are uncertain about the topics of the trainings you completed, please contact us at registrar@icboc.ca	
<ul style="list-style-type: none"> • Grief work • FASD • HIV/AIDS • Mental health/wellness • Residential School & Intergenerational Trauma • Aboriginal & Western therapeutic Approaches • Philosophies & theories related to Aboriginal healing practices • Program/institutional accreditation 	<ul style="list-style-type: none"> • Specific drugs • Trauma work • Suicide • Prevention • Specific drugs/substances • Selfcare • Co-occurring disorders • Health and safety issues*