

**SUMMARY OF STANDARDS AND REQUIREMENTS
CERTIFIED INDIGENOUS TEAM LEADER IN DIABETES PROGRAM SERVICES (CITL-DPS)**

The Certified Team Leader in Diabetes Program Services is a certification focused on management. It is the highest certification in our range of credentials. This certification is offered to applicants with competencies and experience in management. It is designed as a bridge to the certification offered by the First Nations Health Managers Association <https://fnhma.ca/>. To know more, please contact the ICBOC Registrar.

Eligibility	This Certification level is available to applicants who <ul style="list-style-type: none"> • Already hold the prerequisite diabetes Foot Care, Wellness or Knowledge coordinator certification at level III AND satisfy the standards and requirements of this certification OR • Are certified with the First Nations Health Managers Association (FNHMA) and satisfy the additional ICBOC core knowledge requirements in regard to diabetes and the 8 Core Functions 	
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 Diabetes	
Experience	5 years of full time, paid work experience in a team leadership position in an Indigenous diabetes service program. 2 years of previous full time, paid work experience as level III coordinators will be accepted.	10 000 hrs
Education/ Training	Core knowledge	
600 hours minimum	<ul style="list-style-type: none"> • Impact of colonial history on the current health status of First Nations communities • Epidemiology of Diabetes in Indigenous Communities • Diabetes prevention, education and care management • Mainstream and indigenous policies and strategies related to diabetes in Indigenous communities 	100 hrs 20 20 20 20
	General knowledge and skills in support of professional practice	
	Cultural knowledge and skills	
	Knowledge and skills in the 9 core functions of a Team Leader	
Supervisor's Evaluation	<ul style="list-style-type: none"> • Core knowledge in diabetes • General Knowledge • Knowledge and skills in the 7 Core Functions of a Team Leader in Diabetes Services • Cultural Knowledge and skills • Cultural competency • Professional competencies 	80%
	GENERAL KNOWLEDGE/SKILLS IN SUPPORT OF PROFESSIONAL PRACTICE	
	<ul style="list-style-type: none"> • Interpersonal and collaborative communication • Writing skills • Crisis management • Conflict management • Motivational interviewing • Safety issues 	60 hrs 10 10 10 10 10

CULTURAL KNOWLEDGE AND SKILLS	60 hrs
Cultural/traditional knowledge on topics specific to Aboriginal culture, traditions and/or history, acquired through formal or informal training or through activities pursued in the context of community support/awareness work	50
Residential School issues, RCAP	10
Truth and Reconciliation	5
Decolonization	5
Sixties Scoop	5
Jordan's Principle	5
KNOWLEDGE IN THE 9 CORE FUNCTIONS OF A TEAM LEADER	
1. Program management (Indigenous lens)	40 hrs
General program management Foundations (Indigenous health services)	10
Aspects and components of a Diabetes program management (continuum of care)	10
Administrative components of program management	10
Health policies and program management	10
2. Financial management	40 hrs
Introduction to accounting	5
Introduction to business Law	5
Financial Reporting	10
Program budgeting	10
Financial Analysis	5
Indigenous fiscal Issues	5
3. Human resources management	40 hrs
Staffing	10
Employee relations	10
Staff development	10
Supervision	10
4. Organizational Governance	40 hrs
Healthcare Governance models in Canada	10
Perspectives on Indigenous Health governance	10
Board Governance Structures, roles and responsibilities	10
Healthcare accreditation	10
5. Leadership	40 hrs
Foundations of leadership	5
Leadership styles	5
Self-leadership	10
Leadership and team building	5
Indigenous approaches to Leadership	15
6. Community Development	40 hrs
Models and approaches to Community Development	10
Community Driven Development Approaches & Methodologies	10
Organizational Development	10
Indigenous approaches to community development	10

7. Public Relations	40 hrs
Partnerships and alliances	10
Organizational marketing	10
Technology tools for public relations	10
Organizational marketing	10
8. Professionalism	40 hrs
Professional qualities and attitudes for effective program management	10
Culture integration in program management	10
Ethics and professional integrity	10
Professional accountability	10
KNOWLEDGE IN THE 9 CORE FUNCTIONS OF A TEAM LEADER	80 hrs
Cultural/traditional activities pursued in the context of working with/treating a client or formal or informal training on topics specific to Aboriginal culture, traditions and/or history.	50
Intergenerational impacts of colonization in Indigenous communities	10
Community health and wellness issues related to the gaps in the social determinants of health	10
Indigenous approaches to healthy lifestyles	10
<p>NOTE: EDUCATION/TRAINING</p> <p>The required training hours may be acquired through university or college education programs, through more informal training offered by a range of training providers, including independent trainers. This training may be delivered in a variety of formats (programs, courses, workshops, seminars, webinars) and venues (class setting, in-house, online, conferences). ICBOC also accepts training hours acquired through alternative forms of learning/training.</p> <p>All training hours must be supported by proof of attendance/completion. This includes transcripts, certificates and affidavits/declarations by qualified persons. Certificates must clearly bear the name of the provider, the title of the training, number of hours, date(s) of training and signature of the provider/trainer.</p> <p>Declarations/affidavits must be written on the employer letterhead, include the title of the training, number of hours, date of training and signature of the provider/trainer and bear the name of the qualified person, his/her signature, and telephone or other contact information.</p>	