

**SUMMARY OF STANDARDS AND REQUIREMENTS  
CERTIFIED INDIGENOUS COMMUNITY SUPPORT MANAGER AT LEVEL I (CICSM I)**

<b>Education</b>	Two-year diploma in community support <b>and</b> courses in program management <b>OR</b> equivalent in a related human or social service field with emphasis on community support and program management <b>OR</b> portfolio of training (formal or informal) that reflects the requirements of this certification.	<b>HOURS</b>
<b>Experience</b>	Two (2) years minimum of remunerated, direct community support experience or practice in current employment. Previous experience providing services similar to the current employment is taken in consideration. This certification level is a prerequisite to ICBOC's certification as a Certified Indigenous Community Support Manager at level II (CICSM II)	<b>4000</b>
<b>Education or Training</b> <b>680 hours</b> <b>Minimum</b>	<b>KNOWLEDGE AND SKILLS IN SUPPORT OF PROFESSIONAL PRACTICE</b>	
	<b>Core Knowledge and Skills</b>	<b>170</b>
	<b>General Knowledge and Skills</b>	<b>130</b>
	<b>Related Knowledge and Skills</b>	<b>60</b>
	<b>Cultural Knowledge and Skills</b>	<b>80</b>
	<b>Knowledge in the Core Functions of a Community Support Manager at Level I (CICSM I)</b>	<b>240</b>
<b>Supervisor's Evaluation</b>  <b>Minimum scores</b>	<ul style="list-style-type: none"> <li>• Core Competencies</li> <li>• General Competencies</li> <li>• Related Knowledge and Skills in support of Professional Practice</li> </ul>	<b>70%</b>
	<p><b>Cultural competencies</b></p> <ul style="list-style-type: none"> <li>• Knowledge, skills and attitudes of an Indigenous Community Support Manager at Level I</li> </ul> <p><b>Professionalism</b></p> <ul style="list-style-type: none"> <li>• Professional Integrity</li> <li>• Life Skills in support of Professional Practice</li> </ul>	<b>80%</b>
<b>Practicum</b>	Some hours of training in the core functions can be counted (must submit Practicum Report)	
<b>Core Knowledge and Skills</b>		<b>170 hrs</b>
Continuum of Substance Use		20
Mental Health and Wellness Issues		20
Medications and Medicines		15
Human Development across the Lifespan		20
Family Dynamics		20
Trauma-Specific Care		35
Self-Leadership		20
Health and Workplace Safety		20
<b>General Knowledge and Skills in support of Professional Practice</b>		<b>130 hrs</b>
Communications		35
Computer and Office Skills		10
Financial Literacy		10
Group Facilitation		10
Knowledge Building (Client/Community Education)		10
Conflict Management		10
Motivational Interviewing		10
Community Development		10
Social Determinants of Indigenous Health		15
Policies and Research		10

<b>Related Knowledge and Skills in support of Professional Practice</b>		<b>60 hrs</b>
<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"> <li>• Grief and Loss</li> <li>• Bereavement and Culture</li> <li>• FASD</li> <li>• Suicide</li> <li>• Depression</li> <li>• Trauma</li> <li>• PTSD</li> <li>• HIV/AIDS</li> <li>• STDs</li> <li>• Self Injury</li> <li>• Concurrent Disorders</li> <li>• Healthy Nutrition</li> <li>• Indigenous Medicines</li> <li>• Burnout</li> <li>• Self-Care and Wellness</li> <li>• Workplace Safety</li> <li>• Indigenous Health/Mental Wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>• Concurrent Disorders</li> <li>• Forms of Addictions</li> <li>• Specific Drugs/Substances</li> <li>• Cannabis Legislation</li> <li>• Indigenous Epidemiology</li> <li>• Relapse Prevention</li> <li>• LGBT Issues</li> <li>• Indigenous Traditional Lifestyles</li> <li>• Workplace Harassment</li> <li>• Domestic Violence</li> <li>• Lateral Violence</li> <li>• Lateral Kindness</li> <li>• Healthy Parenting</li> <li>• Indigenous Societal Values</li> <li>• Life Coaching Topics</li> <li>• Group Programs</li> <li>• Incarceration Issues</li> </ul>	<ul style="list-style-type: none"> <li>• Indigenous Traditional Healing Practices</li> <li>• Healing and Humour</li> <li>• Indigenous Traditional Craft-Making</li> <li>• Story Telling</li> <li>• Traditional Games</li> <li>• Country Food</li> <li>• Traditional Art</li> <li>• Decolonization</li> <li>• Internet Addiction</li> <li>• Sexual Addiction</li> <li>• Diabetes</li> <li>• Diversity</li> <li>• Culturally-Relevant Program Design</li> <li>• Climate Change Impact on Indigenous Way of Life</li> <li>• Disabilities</li> <li>• Resilience and Coping</li> <li>• Child Welfare</li> </ul>
<b>Cultural Knowledge and Skills</b>		<b>80 hrs</b>
Cultural/traditional knowledge on topics specific to Indigenous/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		60
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
<b>Knowledge in the Core Functions of a CICSMM I</b>		<b>240 hrs</b>
• Prevention/Health Promotion		15
• Intake and Early Intervention		10
• Screening, Assessment and Evaluation		10
• Care Planning		20
• Supportive Counselling		30
• Case Management		25
• Aftercare		10
• Outreach		10
• Program Management		20
• Crisis Response		15
• Networking		15
• Referrals		10
• Supervision		10
• Leadership		10
• Advocacy		10
• Teamwork		10
• Record Keeping and Documentation		10
<b>NOTE: EDUCATION/TRAINING</b>		
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.