

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

<b>Education</b>	Undergraduate degree in a human or social service field with emphasis on community support and program management <b>AND</b> portfolio of training (formal or informal) that reflects the requirements of this certification.	<b>HOURS</b>
<b>Experience</b>	Three (3) years minimum of remunerated, direct community support management experience. 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 Supervisor (CICSS)	<b>6000</b>
<b>Education or Training</b> <b>950 hours</b> <b>Minimum</b>	<b>KNOWLEDGE AND SKILLS IN SUPPORT OF PROFESSIONAL PRACTICE</b>	
	<b>Core Knowledge and Skills</b>	<b>240</b>
	<b>General Knowledge and Skills</b>	<b>200</b>
	<b>Related Knowledge and Skills</b>	<b>80</b>
	<b>Cultural Knowledge and Skills</b>	<b>100</b>
	<b>Knowledge in the Core Functions of a Community Support Manager at level II (CICSM II)</b>	<b>330</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>
	<b>Cultural competencies</b> <ul style="list-style-type: none"> <li>• Knowledge, skills and attitudes of an Indigenous Community Support Manager at Level II</li> </ul> <b>Professionalism</b> <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>240 hrs</b>
Continuum of Substance Use		30
Mental Health and Wellness Issues		30
Medications and Medicines		20
Human Development across the Lifespan		30
Family Dynamics		30
Trauma-Specific Care		40
Self-Leadership		30
Health and Workplace Safety		30
<b>General Knowledge and Skills in support of Professional Practice</b>		<b>200 hrs</b>
Communications		45
Computer and Office Skills		20
Financial Literacy		20
Group Facilitation		20
Knowledge Building (Client/Community Education)		15
Conflict Management		15
Motivational Interviewing		15
Community Development		15
Social Determinants of Indigenous Health		20
Policies and Research		15

<b>Related Knowledge and Skills in support of Professional Practice</b>		<b>80 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>100 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		70
Sixties Scoop – Indigenous, Metis and First Nations perspectives		20
Jordan's Principle and the Indigenous Child First Initiative		10
<b>Knowledge in the Core Functions of a CICSMM II</b>		<b>330 hrs</b>
• Prevention/Health Promotion		20
• Intake and Early Intervention		12
• Screening, Assessment and Evaluation		12
• Care Planning		25
• Supportive Counselling		40
• Case Management		30
• Aftercare		12
• Outreach		12
• Program Management		25
• Crisis Response		20
• Networking		20
• Referral		15
• Supervision		30
• Leadership		15
• Advocacy		15
• Teamwork		12
• Record Keeping and Documentation		15
<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.		