

## How the professional coaching bodies compare on.....

### PRACTICE LEVELS; WHO THE LEVELS ARE AIMED AT; QUALIFYING CRITERIA; REQUIREMENTS FOR PRACTICE, RENEWAL, CPD & SUPERVISION

Body	Levels of practice	Aimed at those....	Practice/qualifying criteria & renewal requirements	Ongoing CPD/ supervision
AC	<p><b>Level 1: Associate Executive Coach</b> (Foundation)</p> <p><b>Level 2: Accredited Executive Coach</b> (Practitioner)</p> <p><b>Level 3: Accredited Professional Executive Coach</b> (Senior Practitioner)</p> <p><b>Level 4: Accredited Master Executive Coach</b> (Master practitioner)</p>	<p><b>Foundation:</b></p> <ul style="list-style-type: none"> <li>With initial coach training/ core coaching skills and small no. of hours coaching experience</li> <li>early in coaching career and likely to be gaining practice/experience while working towards accreditation</li> </ul> <p><b>Practitioner:</b></p> <ul style="list-style-type: none"> <li>with some coach experience and working either as a coach as part of main job or developing a practice as an external coach</li> <li>working with a small number of clients, perhaps within narrow sphere</li> <li>starting to actively develop their experience, competence, and confidence with a broader range of clients, issues and settings</li> </ul> <p><b>Senior Practitioner:</b></p> <ul style="list-style-type: none"> <li>likely to be practicing as professional coach, deliberately and flexibly drawing on a range of models/ frameworks when working with clients based on own approach to coaching</li> <li>highly skilled as practising coach, having honed skills through considerable coaching experience</li> <li>working with a range</li> </ul>	<p><b>For all levels:</b></p> <p>Applicants need to have been AC for at least 3 months and to have had coach-specific training benchmarked against AC competencies</p> <p>Minimum of 75% of coaching hours to be paid (or maximum 25% of coaching hours to be pro bono)</p> <p>Minimum of 75% of the hours is to be coaching in an organisational setting. Internal coaching is countable in logged hours, as long as it is a formal coaching arrangement and not as a line manager. Team coaching is excluded in logged hours unless one-to-one sessions during team coaching.</p> <p>Current accreditation will last 5 years from award</p> <p><b>Foundation:</b></p> <ul style="list-style-type: none"> <li>50 + coaching hours</li> <li>Statement explaining the organisational context for coaching working with executives, managers, individuals in business</li> <li>Statement showing how coaching knowledge (e.g. acquired through training) is applied in practice by the coach.</li> <li>Learning log-evidencing review, reflection evidencing review, reflection, with reflective statement on coaching practice</li> </ul>	<p><b>For all levels:</b></p> <ul style="list-style-type: none"> <li>self-assessment of competence plus personal development plan (PDP) for next 12 months against AC coach competencies</li> <li>Log of regular supervision over past 12 months</li> </ul> <p><b>In addition:</b></p> <p><b>Foundation:</b></p> <ul style="list-style-type: none"> <li>CPD record since initial training</li> </ul> <p><b>Practitioner:</b></p> <ul style="list-style-type: none"> <li>Minimum 30 hours a year coach-related continuation training</li> <li>CPD record since initial coach training or last accreditation plus coach's critical reflection on key learning from these development activities</li> </ul> <p><b>Senior Practitioner:</b></p> <ul style="list-style-type: none"> <li>Minimum 36 hours a year coach-related continuation training</li> <li>CPD record since last accreditation or last 3 years plus coach's critical reflection on key learning from these development activities</li> </ul> <p><b>Master Practitioner:</b></p> <ul style="list-style-type: none"> <li>Minimum 42 hours a year coach-related continuation training</li> <li>CPD record since last accreditation or last 3 years plus coach's critical reflection on key learning from these development activities</li> <li>Evidence of contribution to knowledge development in coaching</li> </ul>

		<p>of clients, issues and settings</p> <p><b>Master Practitioner:</b></p> <ul style="list-style-type: none"> <li>• practising as professional coaches working to own defined signature style of coaching</li> <li>• deliberately and resourcefully drawing on a range of models/frameworks when working with clients</li> <li>• able to work with a range of clients, issues and settings fluidly with highest levels of coaching experience/competence as befits a Master Practitioner</li> </ul>	<ul style="list-style-type: none"> <li>• One executive client coaching reference</li> <li>• Signature of adherence to AC Code of Ethics and Good Practice</li> </ul> <p><b>Practitioner</b></p> <ul style="list-style-type: none"> <li>• 250 + coaching hours</li> <li>• Statement explaining the organisational context for coaching, working with executives, managers, &amp; individuals in business</li> <li>• Statement showing how coaching knowledge (e.g. acquired through training and experience) is applied in practice by the coach.</li> <li>• Links to coaching model/ approach</li> <li>• Production of coaching model/ approach/philosophy (showing integration of theory and practice) and how this translates into their coaching practice</li> <li>• Submission Of recording of live coaching session with transcript of same coaching session with critical review and reflection of practice &amp; learning</li> <li>• 2 Executive Client coaching references</li> <li>• Signature of adherence to AC Code of Ethics &amp; Good Practice + short responses to written ethical dilemmas Q&amp;A paper</li> </ul> <p><b>Senior Practitioner</b></p> <ul style="list-style-type: none"> <li>• 750+ hours</li> <li>• Situational case study showing organisational context for coaching, working with executives, managers, or individuals in business</li> <li>• Statement showing how coaching knowledge (e.g. acquired through training and experience) applied in practice</li> <li>• Links to coaching model/approach</li> <li>• Further development and articulation of coaching model approach/philosophy</li> </ul>	<p>profession</p>
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<p><b>APECS</b></p>	<p><b>Accredited Executive Coach:</b></p>	<p>Who can evidence that individual practice has been</p>	<p><b>Accredited Executive Coach requirements:</b></p> <ul style="list-style-type: none"> <li>• outlining the 'history'</li> </ul>	<p>To renew, members must supply detailed reports on continuing personal and professional development and</p>

	<p>APECS has just one level of membership for accredited executive coach</p> <p><b>Accredited Executive Coach Supervisor:</b> a separate membership</p> <p>APECS also provides associate membership for those practitioners aiming to achieve accredited membership</p>	<p>informed from across a wide range of previous, relevant, formal qualifications that varies between individuals</p>	<p>of work as executive coach, giving a flavour of their clients and the coaching agendas</p> <ul style="list-style-type: none"> <li>• sharing good examples and evidence of impact in practice as executive coach and how this is expressed as ROI</li> <li>• at least 5 years coaching experience – usually not less than 40% of a full-time</li> <li>• required to provide portfolio evidence to include:</li> </ul> <p>2.1) Professional training together with a formal, recognised qualification (e.g. BPS Chartered Status, UKCP, BACP or the equivalent in the country where he/she qualified) in psychology, psychotherapy or counselling; <b>OR</b> portfolio evidence of an equivalent level of applied psychological knowledge and understanding relevant to the executive coaching context;</p> <p>2.2) Understanding and application of ethical and boundary management considerations in coaching;</p> <p>2.3) Significant (i.e. a minimum of five years) executive business experience personally (e.g. line management and/or consultancy) <i>in addition to</i> experience as an executive coach;</p> <p>2.4) Applicants will also have to articulate, as required, the detailed rationale/ philosophy of their practice and model of working;</p> <p>2.5) Evidence of and commitment to ongoing professional and personal development including self awareness and supervision;</p> <p>2.6) Demonstration of a contribution to the executive coaching profession, for example:</p> <ul style="list-style-type: none"> <li>– Published articles</li> <li>– Conference presentations</li> <li>– Research <ul style="list-style-type: none"> <li>• – Design and facilitation of coaching workshops</li> </ul> </li> </ul> <p><b>Renewal criteria</b> Renewable 12 months from date of acceptance</p>	<p>on supervision</p>
<p><b>BPS</b></p>				

<p><b>SGCP</b></p>	<p>Many university courses, and shorter courses are accredited by the British Psychological Society and enable individuals to develop a portfolio of practice that will support them towards qualification as a psychologist</p>		<p>To demonstrate competence, must have an undergraduate degree on a recognised psychology degree course or have taught a doctorate degree in a sub discipline of psychological practice or a Masters degree plus two or more years of supervised practice</p> <p><b>Practice requirements:</b></p> <ul style="list-style-type: none"> <li>• As Chartered Psychologist, to have followed programme of supervised practice for 24+ months (length depending on elements required in the qualification route for each sub discipline of psychological practice) by a qualified psychologist from the date of completing recognised psychological undergraduate degree.</li> <li>• to practice in broad range of contexts to learn the application of psychological theories and skills across more than one context with a range of clients</li> <li>• to write up practical experience in detailed log book, with particular attention to learning and reflection. Log book assessed on demonstration of ability to: <ul style="list-style-type: none"> <li>o Develop, implement and maintain personal and professional standards and ethical practice</li> <li>o Apply psychological and related methods, concepts, models, theories and knowledge derived from reproducible research findings</li> <li>o Research and develop new and existing psychological methods, concepts, models, theories and instruments in psychology</li> <li>o Communicate psychological knowledge, principles, methods, needs and policy requirements</li> <li>o Develop and train the application of psychological skills, knowledge, practices and procedures</li> <li>o Manage the provision of psychological systems, services and resources</li> </ul> </li> <li>• Each piece of work is reviewed and commented on by the qualified (Chartered/Registered) supervisor, and</li> </ul>	
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<b>EMCC</b>	<p><b>Level 1: Foundation</b> Academic level 3&amp;4 NVQ</p> <p><b>Level 2: Practitioner:</b> Academic level 5 NVQ</p> <p><b>Level 3: Senior Practitioner:</b> Academic level 7 PG Cert/Diploma</p> <p><b>Level 4: Master Practitioner:</b> Academic level 7 Masters Degree</p>	<p><b>Foundation:</b></p> <ul style="list-style-type: none"> <li>• wish to gain understanding of coaching/mentoring practice and have core skills</li> <li>• likely to be working with others using coaching/mentoring conversations to support/encourage development of skills/performance</li> <li>• wish to use coaching/mentoring approach in own field/role and clearly understand how this integrates with vocational roles</li> </ul> <p><b>Practitioner:</b></p> <ul style="list-style-type: none"> <li>• will be working as either internal coach/mentor; use coaching/mentoring as part of main job or starting up as external coach/mentor</li> <li>• likely to be working with small range of clients/contexts and within own area of experience to improve performance, build confidence and stretch capability</li> <li>• will typically apply limited range of models, tools and processes</li> </ul> <p><b>Senior Practitioner:</b></p>	<p><b>Foundation:</b></p> <ul style="list-style-type: none"> <li>• at least 1 year from start of coach/mentoring experience</li> <li>• 50+ hours (at least 15= post qualification)</li> <li>• at least 5 clients</li> </ul> <p><b>Practitioner:</b></p> <ul style="list-style-type: none"> <li>• at least 2 years from start of coach/mentoring experience</li> <li>• 100+ hours (at least 30= post qualification)</li> <li>• at least 10 clients</li> </ul> <p><b>Senior Practitioner:</b></p> <ul style="list-style-type: none"> <li>• at least 3 years from start of coach/mentoring experience</li> <li>• 250+ hours (at least 80= post qualification)</li> <li>• at least 20 clients</li> </ul> <p><b>Master Practitioner:</b></p> <ul style="list-style-type: none"> <li>• at least 3 years from start of coach/mentoring experience</li> <li>• 500+ hours (130= post qualification)</li> <li>• at least 40 clients</li> </ul> <p><b>Renewal criteria for all four levels:</b>  <i>Every 5 years with evidence required to confirm qualifying criteria for level is being maintained</i></p>	<p><b>Foundation:</b></p> <ul style="list-style-type: none"> <li>• 16 hours CPD a year</li> <li>• Record of 1 hour supervision per quarter</li> <li>• Contribution to profession: membership of professional body</li> </ul> <p><b>Practitioner:</b></p> <ul style="list-style-type: none"> <li>• 16 hours CPD a year</li> <li>• Record of 1 hour supervision per quarter</li> <li>• Contribution to profession: membership of professional body</li> </ul> <p><b>Senior Practitioner:</b></p> <ul style="list-style-type: none"> <li>• 32 hours CPD a year</li> <li>• Record of 1 hour supervision per 35 hours practice</li> </ul> <p><b>Senior Practitioner:</b></p> <ul style="list-style-type: none"> <li>• 48 hours CPD a year</li> <li>• 1 hour of supervision per 35 hours of practice</li> </ul> <p>contribution to profession: membership of professional body plus contributes to the development of the coach/mentoring field</p>

		<ul style="list-style-type: none"> <li>will practice as professional coaches/mentors and can draw on models and frameworks</li> <li>work/wish to work with range of clients, contexts and organisations</li> <li>focus on building capacity for progression, managing complex and challenging relationships, working with ambiguity and change</li> </ul> <p><b>Master Practitioner:</b></p> <ul style="list-style-type: none"> <li>will practise as professional coaches/mentors and will create own coherent approach drawing on wide range of models/frameworks</li> <li>work/wish to work with range of clients, contexts and organisations</li> </ul>		
<b>ICF</b>	<p><b>Level 1:</b> Associate Certified Coach (ACC)</p> <p><b>Level 2:</b> Professional Certified Coach (PCC)</p> <p><b>Level 3:</b> Master Certified Coach (MCC)</p>	<p><b>ACC® level:</b> for the practiced coach</p> <p><b>PCC® level:</b> for the proven coach</p> <p><b>MCC® level:</b> for the expert coach</p>	<p><b>ACC®</b></p> <ul style="list-style-type: none"> <li>60 documented hours of coach-specific training</li> <li>Completion of 10 hours work with a qualified mentor coach over a minimum period of 3 months</li> <li>100+ coaching hours(of which min. 75 paid)at least 8 clients</li> <li>2 reference letters from qualified coaches</li> <li>Demonstration of competency in live oral exam with ICF assessors</li> </ul> <p><b>PCC®</b></p> <ul style="list-style-type: none"> <li>125 documented hours of coach-specific training</li> <li>Completion of 10 hours work with a qualified mentor coach over a minimum period of 3 months</li> <li>750+ coaching hours(of which min 675 paid)</li> <li>at least 25 clients</li> <li>2 reference letters from qualified coaches</li> <li>Demonstration of competency in written, live oral exam with ICF assessors &amp; recorded session</li> </ul>	

			<p><b>MCC®</b></p> <ul style="list-style-type: none"> <li>• 200 hours of documented coach-specific training</li> <li>• Completion of 10 hours work with a qualified mentor coach over a minimum period of 3 months</li> <li>• 2,500+ coaching hours (of which min. 2250 paid)</li> <li>• At least 35 clients</li> <li>• 2 reference letters from qualified coaches</li> <li>• Demonstration of competency in written, live oral exam with ICF assessors &amp; recorded session (current PCC coaches are exempt from Written exam and mentor coach requirements)</li> </ul> <p><b>Renewal requirements for all levels:</b> Every 3 years; 40 CCEUs</p>	
<p><b>SCP</b></p>	<p>Admission to the Society at this membership grade entitles member to use the post-nominal letters <b>MSCP Accred.</b></p>	<ul style="list-style-type: none"> <li>• Accredited members hold a recognised degree in psychology and a coaching psychology qualification and/or by virtue of their recognised degree in psychology</li> <li>• ongoing supervision with a qualified psychologist, experience and continuing professional development</li> <li>• satisfy the Council and its representative Accreditation/Certification Board that they possess an understanding of the principles of evidence-based coaching psychology and are competent to undertake its practice.</li> </ul>	<p>Evidence of:</p> <ul style="list-style-type: none"> <li>• qualified psychologist status.</li> <li>• two years practice as a Coaching Psychologist post qualification.</li> <li>• supervision from a qualified psychologist.</li> <li>• Professional Indemnity Insurance (limit of indemnity at least £1 million (GBP))</li> <li>• activities undertaken to demonstrate annual CPD or continuing professional education (CPE) covering the last two years with at least 40 hours for each year</li> <li>• Membership of the SCP for at least 3 months before submission of application</li> </ul> <p><b>Renewal criteria:</b> <i>To remain on register of accredited/certified coaching psychologists, members must submit an annual CPD/CPE Log to membership secretary on request.</i></p>	