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

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

<table>
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<tr>
<th>Body</th>
<th>Levels of practice</th>
<th>Aimed at those....</th>
<th>Practice/qualifying criteria &amp; renewal requirements</th>
<th>Ongoing CPD/ supervision</th>
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</table>
| AC     | Level 1: Associate Executive Coach (Foundation) | Foundation:  
- With initial coach training/ core coaching skills and small no. of hours coaching experience  
- early in coaching career and likely to be gaining practice/experience while working towards accreditation | For all levels:  
Applicants need to have been AC for at least 3 months and to have had coach-specific training benchmarked against AC competencies  
Minimum of 75% of coaching hours to be paid (or maximum 25% of coaching hours to be pro bono)  
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.  
Current accreditation will last 5 years from award | For all levels:  
- self-assessment of competence plus personal development plan (PDP) for next 12 months against AC coach competencies  
- Log of regular supervision over past 12 months  
**In addition:**  
Foundation:  
- CPD record since initial training  
Practitioner:  
- Minimum 30 hours a year coach-related continuation training  
- CPD record since initial coach training or last accreditation plus coach’s critical reflection on key learning from these development activities  
Senior Practitioner:  
- Minimum 36 hours a year coach-related continuation training  
- CPD record since last accreditation or last 3 years plus coach’s critical reflection on key learning from these development activities  
Master Practitioner:  
- Minimum 42 hours a year coach-related continuation training  
- CPD record since last accreditation or last 3 years plus coach’s critical reflection on key learning from these development activities  
- Evidence of contribution to knowledge development in coaching |
|        | Level 2: Accredited Executive Coach (Practitioner) | Practitioner:  
- with some coach experience and working either as a coach as part of main job or developing a practice as an external coach  
- working with a small number of clients, perhaps within narrow sphere  
- starting to actively develop their experience, competence, and confidence with a broader range of clients, issues and settings | | |
|        | Level 3: Accredited Professional Executive Coach (Senior Practitioner) | Senior Practitioner:  
- 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  
- highly skilled as practising coach, having honed skills through considerable coaching experience  
- working with a range of clients, issues and settings | | |
<p>|        | Level 4: Accredited Master Executive Coach (Master practitioner) | | | |</p>
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<tr>
<th>Professional Level</th>
<th>Required Qualifications</th>
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| **Master Practitioner:** | - Practising as professional coaches working to own defined signature style of coaching  
- Deliberately and resourcefully drawing on a range of models/frameworks when working with clients  
- Able to work with a range of clients, issues and settings fluidly with highest levels of coaching experience/competence as befits a Master Practitioner |
| **Practitioner** | - One executive client coaching reference  
- Signature of adherence to AC Code of Ethics and Good Practice |
|                | - 250+ coaching hours  
- Statement explaining the organisational context for coaching, working with executives, managers, & individuals in business  
- Statement showing how coaching knowledge (e.g. acquired through training and experience) is applied in practice by the coach.  
- Links to coaching model/approach  
- Production of coaching model/approach/philosophy (showing integration of theory and practice) and how this translates into their coaching practice  
- Submission of recording of live coaching session with transcript of same coaching session with critical review and reflection of practice & learning  
- 2 Executive Client coaching references  
- Signature of adherence to AC Code of Ethics & Good Practice + short responses to written ethical dilemmas Q&A paper |
| **Senior Practitioner** | - 750+ hours  
- Situational case study showing organisational context for coaching, working with executives, managers, or individuals in business  
- Statement showing how coaching knowledge (e.g. acquired through training and experience) applied in practice  
- Links to coaching model/approach  
- Further development and articulation of coaching model/approach/philosophy |

**AC:** Association of Coaching
(showing integration of theory and practice) and how this translates into coaching practice
• Submission of recording of live coaching session with transcript of same coaching session with critical review and reflection of practice & learning
• 3 executive client coaching references
• Signature of adherence to AC Code of Ethics & Good Practice + short responses to written ethical dilemmas Q&A paper

Master Practitioner
• 1,500+ hours
• Situational case study showing organisational context for coaching, working with executives, managers, or individuals in business
• Evidence showing contribution to knowledge development in coaching profession (e.g. through critically argued paper; proposing new ideas; fresh application of existing ideas, research, theory, or practice.)
• Further development of personal coaching approach/philosophy (showing integration of theory and practice) and how this translates into coaching practice – demonstrated in live coaching session
• Signature of adherence to AC Code of Ethics & Good Practice + assessment of practise in live coaching session + ethical dilemmas Q&A with panel
• 4 executive client coaching references

Renewal criteria:
For all four levels:
Every 3 years

<table>
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<tr>
<th>APECS</th>
<th>Accredited Executive Coach</th>
<th>Accredited Executive Coach requirements</th>
<th>To renew, members must supply detailed reports on continuing personal and professional development and</th>
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<tbody>
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<td>Who can evidence that individual practice has been</td>
<td>• outlining the ‘history’</td>
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APECS has just one level of membership for accredited executive coach

**Accredited Executive Coach Supervisor:** a separate membership

APECS also provides associate membership for those practitioners aiming to achieve accredited membership

informed from across a wide range of previous, relevant, formal qualifications that varies between individuals of work as executive coach, giving a flavour of their clients and the coaching agendas

- sharing good examples and evidence of impact in practice as executive coach and how this is expressed as ROI
- at least 5 years coaching experience – usually not less than 40% of a full-time
- required to provide portfolio evidence to include:

  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; OR portfolio evidence of an equivalent level of applied psychological knowledge and understanding relevant to the executive coaching context;

  2.2) Understanding and application of ethical and boundary management considerations in coaching;

  2.3) Significant (i.e. a minimum of five years) executive business experience personally (e.g. line management and/or consultancy) in addition to experience as an executive coach;

  2.4) Applicants will also have to articulate, as required, the detailed rationale/philosophy of their practice and model of working;

  2.5) Evidence of and commitment to ongoing professional and personal development including self awareness and supervision;

  2.6) Demonstration of a contribution to the executive coaching profession, for example:

- Published articles
- Conference presentations
- Research
- – Design and facilitation of coaching workshops

**Renewal criteria**

*Renewable 12 months from date of acceptance*
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.

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.

**Practice requirements:**

- 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.
- 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.
- To write up practical experience in detailed log book, with particular attention to learning and reflection. Log book assessed on demonstration of ability to:
  - Develop, implement and maintain personal and professional standards and ethical practice
  - Apply psychological and related methods, concepts, models, theories and knowledge derived from reproducible research findings
  - Research and develop new and existing psychological methods, concepts, models, theories and instruments in psychology
  - Communicate psychological knowledge, principles, methods, needs and policy requirements
  - Develop and train the application of psychological skills, knowledge, practices and procedures
  - Manage the provision of psychological systems, services and resources.
- Each piece of work is reviewed and commented on by the qualified (Chartered/Registered) supervisor, and
practice development explored before being considered for qualification.
- A log book of evidence of practice then submitted and reviewed by an independent assessor within the BPS

Renewal criteria:
The BPS used to audit a sample of CPD return each year. Under HPC, Registered Psychologists renew their registration every two years. If they were audited, they would need to send the HPC a CPD profile (which must be their own work and supported by evidence) to show how they have met the standards. The first audit for practitioner psychologists will take place in March 2013.

EMCC
Level 1: Foundation
Academic level 3&4 NVQ

Level 2: Practitioner:
Academic level 5 NVQ

Level 3: Senior Practitioner:
Academic level 7 PG Cert/Diploma

Level 4: Master Practitioner:
Academic level 7 Masters Degree

Foundation:
- wish to gain understanding of coaching/mentoring practice and have core skills
- likely to be working with others using coaching/mentoring conversations to support/encourage development of skills/performace
- wish to use coaching/mentoring approach in own field/role and clearly understand how this integrates with vocational roles

Practitioner:
- will be working as either internal coach/mentor; use coaching/mentoring as part of main job or starting up as external coach/mentor
- likely to be working with small range of clients/contexts and within own area of experience to improve performance, build confidence and stretch capability
- will typically apply limited range of models, tools and processes

Senior Practitioner:
- at least 1 year from start of coach/mentoring experience
- 50+ hours (at least 15= post qualification)
- at least 5 clients

Practitioner:
- at least 2 years from start of coach/mentoring experience
- 100+ hours (at least 30= post qualification)
- at least 10 clients

Senior Practitioner:
- at least 3 years from start of coach/mentoring experience
- 250+ hours (at least 80= post qualification)
- at least 20 clients

Master Practitioner:
- at least 3 years from start of coach/mentoring experience
- 500+ hours (130= post qualification)
- at least 40 clients

Renewal criteria for all four levels:
Every 5 years with evidence required to confirm qualifying criteria for level is being maintained

Foundation:
- 16 hours CPD a year
- Record of 1 hour supervision per quarter
- Contribution to profession: membership of professional body

Practitioner:
- 16 hours CPD a year
- Record of 1 hour supervision per quarter
- Contribution to profession: membership of professional body

Senior Practitioner:
- 32 hours CPD a year
- Record of 1 hour supervision per 35 hours practice

Senior Practitioner:
- 48 hours CPD a year
- 1 hour of supervision per 35 hours of practice
- Contribution to profession: membership of professional body plus contributes to the development of the coach/mentoring field
<table>
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<tr>
<th>ICF</th>
<th>Level 1: Associate Certified Coach (ACC)</th>
<th>Level 2: Professional Certified Coach (PCC)</th>
<th>Level 3: Master Certified Coach (MCC)</th>
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<tbody>
<tr>
<td></td>
<td><strong>ACC® level:</strong> for the practiced coach</td>
<td><strong>PCC® level:</strong> for the proven coach</td>
<td><strong>MCC® level:</strong> for the expert coach</td>
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<tr>
<td>Master Practitioner:</td>
<td>• will practice as professional coaches/mentors and can draw on models and frameworks</td>
<td>• work/wish to work with range of clients, contexts and organisations</td>
<td>• focus on building capacity for progression, managing complex and challenging relationships, working with ambiguity and change</td>
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<tr>
<td></td>
<td><strong>ACC®</strong></td>
<td>• 60 documented hours of coach-specific training</td>
<td><strong>ACC®</strong></td>
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<td>• Completion of 10 hours work with a qualified mentor coach over a minimum period of 3 months</td>
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<td>• 100+ coaching hours (of which min. 75 paid) at least 8 clients</td>
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<td>• 2 reference letters from qualified coaches</td>
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<td>• Demonstration of competency in live oral exam with ICF assessors</td>
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<td><strong>PCC®</strong></td>
<td>• 750+ coaching hours (of which min. 675 paid) at least 25 clients</td>
<td><strong>PCC®</strong></td>
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<td>• 2 reference letters from qualified coaches</td>
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<td>• Demonstration of competency in written, live oral exam with ICF assessors &amp; recorded session</td>
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### MCC®

- 200 hours of documented coach-specific training
- Completion of 10 hours work with a qualified mentor coach over a minimum period of 3 months
- 2,500+ coaching hours (of which min. 2250 paid)
- At least 35 clients
- 2 reference letters from qualified coaches
- Demonstration of competency in written, live oral exam with ICF assessors & recorded session (current PCC coaches are exempt from Written exam and mentor coach requirements)

### Renewal requirements for all levels:
Every 3 years; 40 CCEUs

### SCP

**Admission to the Society at this membership grade entitles member to use the post-nominal letters MSCPAccred.**

- Accredited members hold a recognised degree in psychology and a coaching psychology qualification and/or by virtue of their recognised degree in psychology
- Ongoing supervision with a qualified psychologist, experience and continuing professional development
- 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.

**Evidence of:**
- Qualified psychologist status.
- Two years practice as a Coaching Psychologist post qualification.
- Supervision from a qualified psychologist.
- Professional Indemnity Insurance (limit of indemnity at least £1 million (GBP))
- Activities undertaken to demonstrate annual CPD or continuing professional education (CPE) covering the last two years with at least 40 hours for each year
- Membership of the SCP for at least 3 months before submission of application

**Renewal criteria:**
To remain on register of accredited/certified coaching psychologists, members must submit an annual CPD/CPE Log to membership secretary on request.