

## **TABLE 2: COACHING DIFFERENTIATION COMPARISON CHART (UK ONLY)**

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*This table and the accompanying Table 1, the Accreditation Comparison Chart, are a result of collaboration between the AC, APECS, EMCC and ICF through the **Coaching at Work-led Accreditation Forum** (with additional work on this table by Mila Aliana).*

*Other members of the Forum include a number of coaching buyers/sponsors, the British Psychological Society Special Group in Coaching Psychology, and BACP Coaching, which intends to supply information for these tables once it is in a position to do so. Information within these tables was correct at the time of publishing: September 2013. These tables are works-in-progress, intended to help determine further work to determine comparability and alignment for the coaching bodies, and will be subject to review from time to time.*

*The intention in sharing these is to help coaching buyers, sponsors and individual coaches make sense of the different accreditation schemes available.*

*Note 1: The chart below shows the elements used in individual accreditation/credentialing by the contributing professional coaching bodies in the UK. These bodies use between 1 and 4 titles for accreditation/credentialing, so for easy reference the chart is divided into 4 levels of accreditation/credentialing. **THIS DOES NOT MEAN THAT THE ACCREDITATIONS/CREDENTIALING IN THE SAME LEVEL ARE COMPARABLE/EQUIVALENT.***

*Note 2: The titles given to these levels differ between the professional coaching bodies. For the purposes of this chart only, the 4 levels are referred to as: 1. Foundation Coach; 2. Practitioner/Practised Coach; 3. Senior Practitioner Coach; 4. Master Coach.*

## Coach Accreditation

### Differentiators of Accreditation Credentialing Requirements

Coaching Body Differentiators	EMCC	AC	ICF	APECS
<b>✓ Compliance to Code of Conduct and Ethics Framework</b>	<ul style="list-style-type: none"> <li>○ Written assessment to evidence competency to Competence Framework, Code of Ethics and Diversity (not required if gained EQA qualification from accredited trainer)</li> <li>○ <i>For Code of Ethics and Diversity, written assessment can be replaced by coaching practice contract that includes these codes"</i></li> </ul>	<ul style="list-style-type: none"> <li>○ Adherence to Code of Ethics includes Personal and Professional Ethical Dilemma Q&amp;A, and Professional Indemnity Insurance</li> </ul>	<ul style="list-style-type: none"> <li>○ Adherence to Core Competencies, Code of Ethics and Definition of Coaching</li> </ul>	<ul style="list-style-type: none"> <li>○ Adherence to Code of Conduct and Ethics</li> <li>○ Comply to UK or EU legal requirements or those governing geographic area in which coach works</li> </ul>
<b>✓ Renewal of Credential</b>	<ul style="list-style-type: none"> <li>○ Every 5 years</li> </ul>	<ul style="list-style-type: none"> <li>○ Every 5 years</li> </ul>	<ul style="list-style-type: none"> <li>○ Every 3 years</li> </ul>	<ul style="list-style-type: none"> <li>○ <b>Annually</b>, with a report from the coach's supervisor and on the coach's CPD</li> </ul>
<b>Level 1</b> <b>(Foundation Coach)</b>				
<b>✓ Level 1: Quantitative Accreditation</b> <b>(Highest Requirement)</b>				
<ul style="list-style-type: none"> <li>➤ Coaching Experience</li> </ul>	1 year timeframe with a minimum of 5 clients (from first practising as mentor/	Coach experience - 75 hours	No Level 1 Accreditation	

Coaching Body Differentiators	EMCC	AC	ICF	APECS
	coach)			
➤ Coaching Training		Coach training - 35 hours		
➤ CPD Requirement		CPD requirement - 30 hours in a year		
➤ Coaching Supervision (Mentoring)		Coaching Supervision (Mentoring) – minimum 3 months supervision		
➤ Client References	Minimum 5 references include client feedback in 1 year timeframe			
<b>✓ Level 1: Accreditation Assessment Elements (Additional Requirements)</b>				
➤ Portfolio	<ul style="list-style-type: none"> <li>○ Copy of CV</li> <li>○ Only applicable for one-to-one coaching including one-to-one role play coaching at training course</li> <li>○ Oral interview on portfolio evidence if incomplete</li> </ul>		No Level 1 Accreditation	
➤ Coaching Supervision (Mentoring)	Allows peer supervision, in addition to one-to-one and group supervision	Supervisor's reference		
➤ CPD Requirement		Self Assessment of Practice and CPD Plan		
<b>✓ Level 1: Pre-Conditions for Accreditation</b>				
➤ Membership Criteria		3 months membership with AC		
➤ Insurance		Professional Indemnity Insurance		
➤ Coaching / Mentoring Professional Body	Membership and involvement			

Coaching Body Differentiators	EMCC	AC	ICF	APECS
<b>Level 2</b> (Practitioner/ Practised Coach)				
✓ <b>Level 2: Quantitative Accreditation</b> (Highest Requirement)				
➤ Coaching Experience	Minimum of 20 clients within 5 years (from first practising as mentor/ coach)	Coach experience - 250 hours	Minimum of 75 paid hours and 8 clients. <i>(Paid hours include internal and third-party coaching with payment to include barter of goods or services and coaching exchange for coaching)</i>	No Level 2 Accreditation
➤ Coaching Training	Coach training - 150 hours total study			
➤ CPD Requirement		CPD requirement - 30 hours per year within 3 years timeframe		
➤ Coaching Supervision (Mentoring)	<b>Lowest requirement:</b> 1 supervision hour per quarter in a year		<ul style="list-style-type: none"> <li>○ One-to-one supervision for minimum of 10 hours for every 3 months <b>OR</b></li> <li>○ 3 hours one-to-one coaching and maximum 7 hours for group supervision consisting of maximum 10 participants</li> </ul>	
➤ Client References	Minimum 5 references include client feedback in 1 year timeframe			
✓ <b>Level 2: Accreditation Assessment Elements</b> (Additional Requirements)				
➤ Portfolio	<ul style="list-style-type: none"> <li>○ Copy of CV</li> <li>○ Only applicable for one-to-one coaching including</li> </ul>			No Level 2 Accreditation

Coaching Body Differentiators	EMCC	AC	ICF	APECS
	one-to-one role play coaching at training course o Oral interview on portfolio evidence if incomplete			
➤ Client Sessions		1 audio and transcript of live coaching session and critical reflection essay of session	1 Audio recordings of live coaching sessions lasting 20-60 minutes duration	
➤ Coaching Supervision (Mentoring)	Allows peer supervision, in addition to one-to-one and group supervision	Supervisor's reference	Mentor (Supervision) Coach holds Level 2, Level 3 or Level 4 Credential	
➤ CPD Requirement		Self Assessment of Practice and CPD Plan		
➤ Ethics		Ethical Dilemma Q&A, and Professional Indemnity Insurance		
<b>✓ Level 2: Pre-Conditions for Accreditation</b>				
➤ Membership Criteria		3 months membership with AC		No Level 2 Accreditation
➤ Insurance		Professional Indemnity Insurance		
➤ Coaching / Mentoring Professional Body	Membership and involvement			
<b>Level 3 (Senior Practitioner Coach)</b>				
<b>✓ Level 3: Quantitative Accreditation (Highest Requirement)</b>				
➤ Coaching Experience	<b>Lowest requirement:</b> o 250 hours		Minimum of 675 paid hours and 25 clients. <i>(Paid hours include internal</i>	o Minimum of 3 years Executive business experience (line

Coaching Body Differentiators	EMCC	AC	ICF	APECS
	(AC and ICF require 750 hours and APECS 720 hours) But require a minimum of 20 clients within 5 years (from first practising as mentor/coach)		and third-party coaching with payment to include barter of goods or services and coaching exchange for coaching)	management or consultancy) <b>AND</b> <ul style="list-style-type: none"> <li>○ 20% of Full Time Employed (FTE) Executive Coaching experience within a 2 years timeframe <b>OR</b></li> <li>○ Minimum of 4 clients a month <b>OR</b></li> <li>○ Minimum of 15 clients within 1 year</li> </ul>
➤ Coaching Training	NQF Level 7 (Postgraduate Certification) – 500 hours total study	<b>Lowest requirement:</b> 60 hours (All other bodies require +125 hours)		NQF Level 7 (Postgraduate Certification) completed as 1 year Full Time or 2.5 years Part Time Student
➤ CPD Requirement		CPD requirement - 36 hours per year within 3 years timeframe		
➤ Coaching Supervision (Mentoring)	<b>Lowest requirement:</b> 1 supervision hour for 35 hours of practice per quarter in a year	Supervision reference	<ul style="list-style-type: none"> <li>○ One-to-one supervision for minimum of 10 hours for every 3 months <b>OR</b></li> <li>○ 3 hours one-to-one coaching and maximum 7 hours for group supervision consisting of maximum 10 participants</li> </ul>	
➤ Client References	Minimum 5 references include client feedback in 1 year timeframe			
<b>✓ Level 3: Accreditation Assessment Elements (Additional Requirements)</b>				
➤ Portfolio	<ul style="list-style-type: none"> <li>○ Copy of CV</li> <li>○ Only applicable for one-to-one coaching including</li> </ul>			

Coaching Body Differentiators	EMCC	AC	ICF	APECS
	one-to-one role play coaching at training course o Oral interview on portfolio evidence if incomplete			
➤ Client Sessions		1 audio and transcript of live coaching session and critical reflection essay of session	2 Audio recordings of live coaching sessions, each lasting 20-60 minutes duration	
➤ Coaching Supervision (Mentoring)	Allows peer supervision, in addition to one-to-one and group supervision	Supervisor's reference	Mentor (Supervision) Coach holds Level 2, Level 3 or Level 4 Credential	Supervisor's statement confirming supervisory arrangements
➤ CPD Requirement		Self Assessment of Practice and CPD Plan		o CPD Plan towards progressing to Level 4 Exec Coach <i>(Plan to be agreed with Coaching Supervisor at beginning of membership and reviewed annually by APECS on renewal of membership)</i> o Evidence of psychological knowledge o Personal Development (CPPD) in addition to CPD (Professional)
➤ Ethics & Competencies		Ethical Dilemma Q&A, and Professional Indemnity Insurance	Multiple choice exam on Core Competencies	
<b>✓ Level 3: Pre-Conditions for Accreditation</b>				
➤ Membership Criteria		3 months membership with AC		
➤ Insurance		Professional Indemnity		Professional Liability Insurance minimum £1

Coaching Body Differentiators	EMCC	AC	ICF	APECS
		Insurance		million, specifically referring to Executive Coaching
➤ Coaching / Mentoring Professional Body	Membership and involvement			
<b>Level 4</b> (Master Coach)				
✓ <b>Level 4: Quantitative Accreditation</b> (Highest Requirement)				
➤ Coaching Experience	<p><b>Lowest requirement:</b></p> <ul style="list-style-type: none"> <li>○ 500 hours. (All other bodies require +1,500 hours)</li> </ul> <p>But require a minimum of 40 clients within 7 years (from first practising as mentor/coach)</p>		Minimum 2,250 hours paid hours and 35 clients (Paid hours include internal and third-party coaching with payment to include barter of goods or services and coaching exchange for coaching)	<ul style="list-style-type: none"> <li>○ Minimum of 5 years Executive business and Senior Management experience (line management or consultancy) <b>AND</b></li> <li>○ 40% of Full Time Employed (FTE) Executive Coaching experience <b>AND</b></li> </ul>
➤ Coaching Training	Postgraduate Diploma or Masters degree – 1800 hours total study	<p><b>Lowest requirement:</b></p> <p>80 hours (All other bodies require +200 hours)</p>		Masters level qualification
➤ CPD Requirement	CPD requirement - 48 hours per year			
➤ Coaching Supervision (Mentoring)	<p><b>Lowest requirement:</b></p> <p>1 supervision hour for 35 hours of practice per quarter in a year</p>	Supervision reference	<ul style="list-style-type: none"> <li>○ One-to-one supervision for minimum of 10 hours for every 3 months <b>OR</b></li> <li>○ 3 hours one-to-one coaching and maximum 7 hours for group supervision consisting of maximum 10 participants</li> </ul>	
➤ Client References	Minimum 5 references			



Coaching Body Differentiators	EMCC	AC	ICF	APECS
	include client feedback in 1 year timeframe			
✓ <b>Level 4: Accreditation Assessment Elements</b> (Additional Requirements)				
➤ Portfolio	<ul style="list-style-type: none"> <li>○ Copy of CV</li> <li>○ Only applicable for one-to-one coaching including one-to-one role play coaching at training course</li> <li>○ Oral interview on portfolio evidence if incomplete</li> </ul>			
➤ Client Sessions		1 audio and transcript of live coaching session and critical reflection essay of session	2 Audio recordings of live coaching sessions, each lasting 20-60 minutes duration	
➤ Coaching Supervision (Mentoring)	Allows peer supervision, in addition to one-to-one and group supervision	Supervisor's reference	Mentor (Supervision) Coach holds Level 2, Level 3 or Level 4 Credential	Supervisor's statement confirming supervisory arrangements
➤ CPD Requirement		Self Assessment of Practice and CPD Plan		<ul style="list-style-type: none"> <li>○ Evidence of psychological knowledge: <ul style="list-style-type: none"> <li>▪ Formal and recognised qualification in Psychology, Psychotherapy or Counselling <b>OR</b></li> <li>▪ Equivalent level of applied psychological knowledge and understanding relevant to Exec Coaching</li> </ul> </li> <li>○ Personal Development (CPPD) in addition to CPD (Professional)</li> </ul>

Coaching Body Differentiators	EMCC	AC	ICF	APECS
➤ Ethics & Competencies		Professional and Personal Ethical Dilemma Q&A, and Professional Indemnity Insurance	Multiple choice exam on Core Competencies (not required if coach holds a Level 3 credential)	
➤ Coaching Profession	Contribution to Coaching Profession			
<b>✓ Level 4: Pre-Conditions for Accreditation</b>				
➤ Membership Criteria		3 months membership with AC		
➤ Insurance		Professional Indemnity Insurance		Professional Liability Insurance minimum £1 million, specifically referring to Executive Coaching
➤ Coaching / Mentoring Professional Body	Membership and involvement			

**Notes:**

- (1) The table will be reviewed at a later date to consider any differences relating to Competencies, Codes of Ethics and Conducts