

COACHING PROFESSIONAL

LEVEL 5

APPRENTICESHIP STANDARD

HOW LONG DOES IT TAKE?

12 months

followed by EPA period

WHO WILL THIS PROGRAMME BENEFIT?

Anyone who is responsible for developing individuals and teams to enhance their professional performance and maximise their potential.

Across all types of organisations, coaching is an effective tool for improving performance and creates a culture that better equips people and teams to succeed. Coaching skills are particularly valuable in increasingly remote and changing work environments. A coaching professional interacts with others to bring a fresh, independent perspective. They build self-belief in others, encouraging them to be curious, self-aware, and better equipped to collaborate and innovate.

Professional coaches enable others to deal with change, overcome barriers of remote working, and foster an environment where people and organisations thrive.

WHAT DOES THE CONTENT LOOK LIKE?

- ▶ Key coaching models and techniques
- ▶ Theories of learning and reflective practice
- ▶ Emotional and social intelligence
- ▶ Diversity and inclusion including bias theory
- ▶ Organisational culture and leadership styles
- ▶ Communication skills
- ▶ Relationship management and building trust
- ▶ Relevant legislation and codes of ethics

WHAT DOES IT INVOLVE?

To provide an immersive and varied experience, the learning journey is made up of various teaching and learning methods including:

- ▶ A series of practical and interactive workshops (typically delivered at the beginning and mid-point of programme, these are usually face to face but can also be delivered remotely)
- ▶ Set assignments and independent learning exercises and projects
- ▶ E-learning modules
- ▶ Peer to peer learning
- ▶ Progress reviews and mentoring calls/ meetings with development coach

ASSESSMENT & QUALIFICATIONS ACHIEVED

Regular on programme assessment including reports, presentations, project work, research assignments and the development of a portfolio of evidence.

The end point assessment for this programme consists of three components:

- ▶ Observation with Q&A
- ▶ Interview (supported by a portfolio of evidence)
- ▶ Knowledge Test

On successful completion of this programme, learners will have achieved the Level 5 Coaching Professional Apprenticeship Certificate.

