

Answering Your Questions: ICF Credentialing Changes 2018

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ICF Credentialing

Our goal is for ICF to deliver a best-in-class credentialing program. By offering robust, consistent, and fair credentialing processes we will:

- Provide an assurance of quality to clients
- Motivate coaches to continue their professional growth and competence
- Deliver high-value credentials to the global coaching community.

Transformations

- The ICF Credentialing program is constantly growing and evolving to reflect current best practice in professional coaching to allow for the continued growth in applicants and to improve the Credentialing experience for candidates.
- The changes being shared today are an effort to ensure that the program continues to be relevant and valuable.
- The ICF Global Board considered many perspectives and engaged in thoughtful and robust discussions as each of these changes has the potential to impact the future of coaching.

Credentialing and Accreditation Policy Changes



Communicating Changes

- Annual announcement schedule for Credentialing and Accreditation policy changes.
- All policy changes will be announced in February each year.

Mentoring Hours for ACC Renewals

Immediate

For Associate Certified Coaches whose ICF Credentials expire Dec. 31, 2018, or later:

- 10 hours of mentor coaching required of ACC renewal applicants can now be applied toward the 40 hours of Continuing Coach Education required for renewal.
- Mentor coaching hours will be counted toward Core Competency CCE requirements.

Limits on Use of Mentoring Hours

Immediate

- For coaches whose ICF Credentials expire Dec. 31, 2018, or later, up to 10 hours of mentor coaching (delivering and/or receiving) may be counted toward Continuing Coach Education requirements for renewal.

Limits on Use of Supervision Hours

Immediate

- For coaches whose ICF Credentials expire Dec. 31, 2018, or later, up to 10 hours of coaching supervision (delivering and/or receiving) may be counted toward Continuing Coach Education requirements for renewal.

ACC/PCC Portfolio Requirements

Effective July 31, 2018 (12 p.m., NY time)

- Coaches applying for their Associate Certified Coach or Professional Certified Coach credential via the Portfolio path will be required to demonstrate that they completed a comprehensive training program that includes the ICF definition of coaching, Code of Ethics and Core Competencies, and is organized in a scope and sequence that encourages the growth of the coach.

Experience Hours for MCC applicants

Effective July 31, 2018 (12 p.m., NY time)

- Master Certified Coach applicants will be required to complete 2,500 hours of the required client coaching experience after the start of coach-specific training.

Criteria for ACC Mentor Coaches

Effective July 31, 2018 (12 p.m., NY time)

- ACC credential holders must complete at least one full cycle of their credential (through renewal) before they can be a mentor coach.
- Any mentoring hours provided before July 31 by a mentor coach who does not meet the new requirements will be eligible for credentialing or credential renewal applications. Any new mentor coaching hours that occur after July 31, 2018 must be delivered by a mentor coach that meets the new requirement.

Recordings for ACC-ACSTH Applicants

Effective July 31, 2018 (12 p.m., NY time)

- Coaches applying for the ACC credential via the ACSTH path will be required to submit a recording and transcript of a live coaching session to be evaluated by ICF assessors.

PCC Before MCC

Effective February 28, 2019 (12 p.m., NY time)

- Coaches will be required to hold a Professional Certified Coach (PCC) credential before they can apply for the Master Certified Coach (MCC) credential.

**And in Other
News...**



Credential Application Software

A new software platform is under development to support the ICF credentialing application process that will:

- Provide a more user-friendly, streamlined experience for applicants,
- Offer applicants access to real-time status updates on the application review process, and
- Increase the efficiency of the credentialing application process.

MCC Feedback Report

ICF is redesigning the MCC performance evaluation feedback report to:

- Improve clarity regarding assessment measures,
- Provide more concrete recommendations for further professional development, and
- Improve the applicant experience.

Data Privacy Laws & Credentialing

New data privacy regulations in the European Union offer an opportunity for ICF to review its own privacy policies. New credentialing application processes include:

- Applicants will submit an attestation of client coaching experience hours as part of their application, replacing the client log.
- Coaches should maintain a client coaching log in a manner that is compliant with all relevant privacy laws.
- Credentialing and renewal applicants will be able to opt in or out of ICF communications and data retention.

Statement of Attestation

- ✓ Delivered required coaching hours for the credential level
- ✓ Delivered required hours of paid coaching
- ✓ Delivered actual coaching (not as part of training, mentor coaching or supervision)
- ✓ Delivered coaching to the required number of clients
- ✓ Delivered required coaching hours within 18 months (ACC, PCC)
- ✓ Maintain an accurate coaching log with required client consent
- ✓ Understand that the applicant could be audited
- ✓ Attest to accuracy and completeness of information in the application, and violations for misrepresentation
- ✓ Total client coaching experience hours
- ✓ Signature

Q & A



Help and Support

Coachfederation.org

Regional support teams

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