



ICF Coaching Education Accreditation Structure FAQs

Q: What was the reason behind these ICF accreditation changes?

Response: In 2020, the ICF Coaching Education Board of Directors approved the creation of a task force to evaluate and improve the current ICF accreditation process. This task force evaluated and reimaged not only the philosophy of accreditation, but also the structure, policies and procedures to align with current leading accreditation practices across the globe.

We are evolving and innovating our current global accreditation model to set the highest standards for coach-specific education and to ensure ICF remains the standard-bearer for excellence.

ICF Coaching Education, as part of One ICF, exists to establish ICF as the global leader for coaching education accreditation.

Q: When will the updated accreditation structure replace the current model?

Response: The updated accreditation structure, which will replace the current model, will take effect on January 10, 2022, and all accreditation applications will be updated to reflect the new accreditation structure. Accreditation applications from the current model will be accepted until January 7, 2022.

Q: Why was this Family Organization's name changed from ICF Coach Training to ICF Coaching Education?

Response: Based on feedback from the Task Force on Program Accreditation, as well as from various stakeholders, ICF realized that the word "training" is not as inclusive as "education" is, and it limits us globally in explaining what we do and what products we offer to our stakeholders.

Focus groups were conducted with distinct key ICF stakeholders that included accredited organization owners, faculty, leaders in higher education/learning, board directors, ICF senior staff, and members of the different family organizations throughout the ICF ecosystem. These groups found ICF Coaching Education to be the most credible, rigorous name that portrays strict quality controls and a leading edge, and that which resonates best across all global audiences.



Q: Why is ICF Coaching Education moving from the current model of accrediting program curriculum to a new model that accredits the entire organization?

Response: In addition to the accredited curriculum, ICF Coaching Education is extending conveyance of accreditation policy and status to the provider and/or sponsoring entity. This allows ICF to recognize the impact and responsibility that a provider's operations, organization and administration have upon any participant's experience of quality and equity with the accredited organization.

Q: What do the new accreditation names mean for my current accreditation status?

Response: ICF Coaching Education is replacing both ACTP and ACSTH with levels tied to ICF Credentialing pathways. These accreditation name changes seek to eliminate jargon while clearly communicating in the language of a non-coach end user so that the path for progressive development over time is clearer from the moment of introduction to that of becoming a professional coach in any context, academic or commercial.

Level 1 Accreditation (formerly ACSTH) is for organizations that offer at least 60 contact learning hours, and it is designated as a pathway to the ACC credential.

Level 2 Accreditation (formerly ACTP) is for organizations that offer at least 125 contact learning hours, and it is designated as a pathway to the PCC credential.

Level 3 Accreditation, a brand-new offering, is for organizations that offer at least 75 advanced contact learning hours, and it is designated as a pathway to the MCC credential.

Q: What are the updated requirements for Level 1 accreditation and what if my organization does not currently meet these requirements?

Response: Level 1 approval is designated as accredited training for the ACC credential pathway. Organizations must deliver at least 60 contact learning hours with 10 mentor coaching hours, five observed coaching sessions and a final performance evaluation at the ACC skill level.

Any organization with a current ACSTH accredited program that is less than 60 hours will have until December 31, 2022, to increase their contact learning hours and to meet all additional Level 1 accreditation standards and requirements.



ICF Coaching Education staff will partner with all accredited providers to create an individualized plan that will identify all updates to meet Level 1 standards.

Q: What is required of Level 1 accredited providers who are now responsible to administer final performance evaluations?

Response: Any faculty member, or evaluator, conducting a Level 1 final performance evaluation must hold a valid PCC or MCC credential and attend a required training. Additional information about the training is forthcoming.

Q: How can I and/or my faculty be trained in assessing ACC performance evaluations?

Response: ICF Credentials and Standards is currently updating the ACC skill requirements to reflect the updated ICF Core Competencies, and we expect these to be released in 2022. This will serve as the basis for ACC-level performance assessment, and guidance resources will be developed for assessors using the updated ACC performance evaluation criteria for assessment.

Q: What are the updated requirements for Level 2 accreditations and what if my organization does not currently meet these requirements?

Response: The only new requirements for Level 2 accreditation approval that were not previously required under an ACTP accreditation are included in the additional standards.

These accreditation providers will have until December 31, 2022, to meet additional Level 2 accreditation standards and requirements.

ICF Coaching Education staff will partner with all accredited providers to create an individualized plan that will identify all updates to meet Level 2 standards.

Q: How can I and/or my faculty be trained in assessing PCC performance evaluations?

Response: Faculty who hold a PCC or MCC credential may complete the ICF PCC Marker Assessor training, which offers guidance in general assessment practice as well as training on how to use the PCC Markers for assessment purposes.



Q: What are the Mentor Coach requirements for the new accreditation levels?

Response: All three accreditation levels require 10 hours of Mentor Coaching over a minimum of three months.

A Level 1 Mentor Coach must hold a valid ACC (must have completed at least one full cycle of their credential with renewal), PCC or MCC credential.

A Level 2 Mentor Coach must hold a valid PCC or MCC credential.

A Level 3 Mentor Coach must hold a valid MCC credential.

Q: What is a Director of Education and what are the requirements for a Director of Education at each level?

Response: The Director of Education provides oversight of the organization, curriculum, instructional processes, professional development of instructors, and all observation and examination processes.

A Level 1 Director of Education must hold a valid PCC or MCC credential.

A Level 2 Director of Education must hold a valid PCC or MCC credential.

A Level 3 Director of Education must hold a valid MCC credential.

Q: What are the updated requirements for CCE accreditation and what if my organization does not currently meet these requirements?

Response: CCE accreditation is for curriculum that is considered to be supplemental and continuing education. It is reserved for professional development — thus, for the renewal of a credential — and should not be delivered for initial or foundational coaching education.

No singular CCE accreditation may exceed 40 clock hours. However, multiple segments of 40 hours may be linked as a progressive continuing education development path.

ICF Coaching Education staff will partner with all accredited providers to create an individualized plan that will identify all updates to meet the updated CCE standards.



Q: Will participants still be required to submit a performance evaluation when they apply for an ICF Credential?

Response: Until providers with Level 1 accreditation have met all updated requirements, including submitting and passing two performance evaluations at the ACC level, participants will still be required to submit performance recordings through the ICF Credentialing process.

Any participants who successfully complete education through a Level 2 accredited provider will not be required to submit a performance recording through the Credentialing process, as this is already an approved requirement of this accreditation type.

All participants who complete education through a Level 3 accredited provider will continue to submit their performance recordings through the MCC credentialing process because a local performance evaluation is not currently a Level 3 accreditation requirement.

Q: Will ACTP/ACSTH certificates still be honored in the credentialing process?

Response: Yes, participants who completed an ACSTH or ACTP accredited program will still be able to use their certificate of completion in the Credentialing process with no date of expiration on the coach-specific training hours per current ICF Credentialing and Standards processes.

Q: How will these updates affect the accreditation renewal process?

Response: Accreditation renewals will not be affected by the updated accreditation structure and changes. As announced earlier this year, accreditation renewals will resume in mid-2022, and you will remain on your original schedule.

A member of our team will contact you to set up an individualized plan to keep your accreditation compliant with your three-year accreditation cycle. The length of your accreditation period will remain the same.

Q: What if I have submitted an ICF accreditation application that is pending and has not yet been approved?

Response: All accreditation applications submitted with the current requirements by January 7, 2022, will be reviewed under the requirements prior to the November 15 update. If approved, these accreditations will be considered provisional, and ICF staff



will partner with these organizations to become compliant with the updated standards and requirements by December 31, 2022.

Q: Who should I contact if I have questions about how to understand the updated accreditation structure?

Response: Questions about the updated accreditation structure can be sent the ICF Coaching Education team at support@coachingfederation.org.