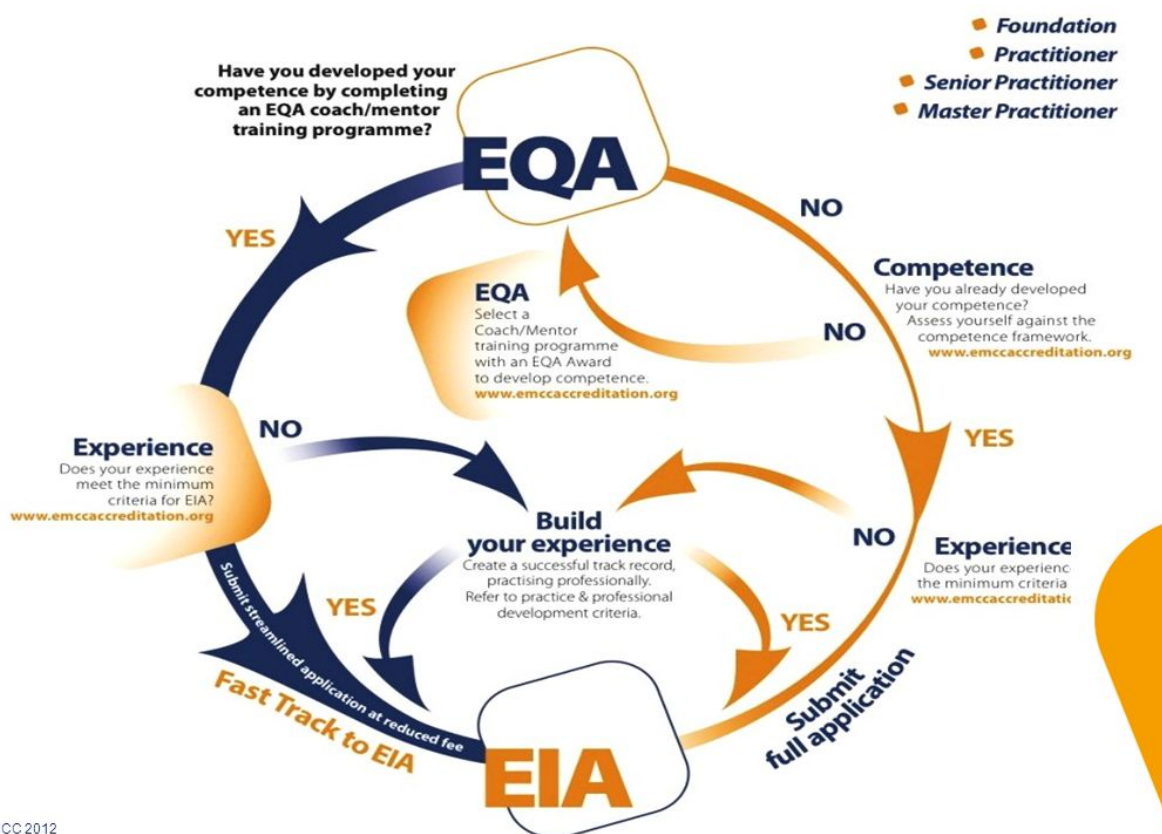


**European Mentoring and Coaching Council (EMCC)**

The EMCC exists to promote good practice and the expectation of good practice in mentoring, coaching, and supervision globally for the benefit of society. We are a Europe-wide council that consists of representatives from national EMCCs plus direct members in countries where a local EMCC does not yet exist. The EMCC membership is a rich mixture of individual mentors, coaches, mentoring/coaching organizations, training and education providers, buyers of mentoring/coaching and mentor/coach associations, large organizations/corporate members – all of whom share EMCC’s vision to promote good practice in mentoring/coaching.

**European Individual Accreditation (EIA):** The EIA is an internationally recognized award that demonstrates that an individual practicing as a professional mentor/coach has the appropriate level of knowledge and the ability to apply it effectively in his/her practice.

The EIA process is provided below:



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**European Quality Award (EQA):** This is an independent quality award awarded to providers of mentoring/coaching training to make their qualifications/training widely and immediately recognizable. This is through linking them to recognized professional standards. It is an integral and essential step on the path to establishing the professional credibility and status of mentoring/coaching.

**Four levels of Mentor/Coach accreditation:**

- 1) **Foundation:** This program level is aimed at those:
  - a. Who wish to gain an understanding of mentoring/coaching practice and to have the core skills
  - b. Likely to be working with others using mentoring/coaching conversations to support and encourage development of skills/performance
  - c. Who wish to use a mentoring/coaching approach within their own field/role and clearly understand how their mentor/coach role integrates with their vocational roles.
- 2) **Practitioner:** This program level is aimed at those:
  - a. Who will either be working as an internal mentor/coach, use mentoring/coaching as part of their main job or starting up as an external mentor/coach
  - b. Who are likely to be working with a small range of clients/contexts and within own area of experience to improve performance, build confidence and stretch capability
  - c. Who will typically be able to apply a limited range of models, tools and processes.
- 3) **Senior Practitioner:** This program level is aimed at those:
  - a. Who will practice as professional mentors/coaches and can draw on a range of models and frameworks
  - b. Who are or wish to work with a range of clients, contexts and organizations
  - c. Whose focus of work will be building capacity for progression, managing complex and challenging relationships, working with ambiguity and change.
- 4) **Master Practitioner:** This program level is aimed at those:
  - a. Who will practice as professional mentors/coaches and will create their own coherent approach drawing on a wide range of models and frameworks
  - b. Who are or wish to work with a range of clients, contexts and organizations

**Requirements for Credentials:**

Levels of Coach Accreditation	Foundation	Practitioner	Senior Practitioner	Master Practitioner
<b>During EQA Training:</b>				
<b>Study hours</b>	Min. 20	Min. 150	Min. 500	Min. 1800
<b>Skill Practice hours</b>	10 hrs	60 hrs	150 hrs	540 hrs
<b>Coaching practice hours</b>	6 hrs	36 hrs	90 hrs	250 hrs
<b>Practice - Experience</b>				
<b>Length of Experience</b>	Min. 1 year	Min. 3 years	Min. 5 years	Min. 7 years
<b>Number of client contact hours</b>	50 hrs	100 hrs	250 hrs	500 hrs
<b>Number of Clients</b>	5	10	20	40
<b>Client feedback</b>	5 within last 12 months	5 within last 12 months	5 within last 12 months	5 within last 12 months

Levels of Coach Accreditation	Foundation	Practitioner	Senior Practitioner	Master Practitioner
<b>Professional Development</b>				
<b>Continuous Professional Development</b>	16 hrs per year	16 hrs per year	32 hrs per year	48 hrs per year
<b>Mentor/Coach Supervision</b>	1 hr / Quarter	1 hr / Quarter	1 hr / 35 hrs practice (min. Quarterly)	1 hr / 35 hrs practice (min. Quarterly)
<b>Reflection on practice</b>	5 items within last 12 months	5 items within last 12 months	5 items within last 12 months	5 items within last 12 months
<b>Contribution to the profession</b>	Membership of a professional body	Membership of a professional body	Membership of a professional body	Membership of a professional body and contributes to development of mentor/coaching field