

The Coaching Professional Level 5 Apprenticeship



Introduction

The Coaching Professional Apprenticeship offers the opportunity for your current and aspiring coaches to develop their Coaching knowledge, skills and behaviours in support of your key organisational strategies. They will be able to empower and enhance the professional performance of your staff in the delivery of these strategies. Whether you are looking to develop a core internal coaching pool or provide relevant quality development for those who regularly work 1 to 1 with employees, this course will provide a valuable and impactful qualification.

Kingdom Academy's Coaching Professional Apprenticeship programme has been designed by our in-house team of qualified and highly experienced coaches to deliver the Apprenticeship Standards in a challenging, exciting and informative course. It blends knowledge of the latest coaching theories and principles with 'how to' guidance on the practical application of the core coaching skills and behaviours needed for coaches to be truly effective in your work place.

Whilst not a requirement of the Coaching Professional Apprenticeship, Kingdom Academy have combined this programme with the ILM Level 5 Coaching and Mentoring Diploma qualification, giving your Coaches a highly sought after and respected Coaching Qualification. This combination will support your Coaching Professionals in the advancement of their careers in their current specialism or as a full-time coach.

Who is The Coaching Professional Apprenticeship for?

The right person for the Coaching Professional Apprenticeship might be working in your Human Resources, Leadership and Development, or Organisational Development teams or they could have a leadership role in another operational area. What they will have, in common with other Coaching Professionals, is a passion and interest in supporting the development of your employees to achieve the behaviour and culture change which is needed to deliver your Organisational Strategies. These strategies could be: talent management programmes, developing and embedding a coaching culture, driving change initiatives, raising the profile of wellbeing at work or championing diversity and inclusion in the organisation.

At the end of the programme, your Coaching Professional will be able to work at all levels and departments of your organisation and use the skills and knowledge that they gain on this programme to foster the growth and development of your employees, so they are able to deliver your Organisational Strategies.

How long?

The Coaching Professional Apprenticeship will typically take 17 months to complete although the exact duration will be dependant on the previous experience of the individual and their contracted work hours.

Professional Recognition for the Coaching Professional Apprenticeship

- The European Mentoring and Coaching Council
- The Association for Coaching
- The International Coach Federation

“Coaching is unlocking a person’s potential to maximise their own performance. It is helping them to learn rather than teaching them.”

Timothy Gallway



Program Delivery

We deliver this programme using a variety of support and delivery mechanisms including:

- Interactive workshops – classroom and remote based learning - these workshops will incorporate the following areas:
 - A Coaching Toolbox – the core skills required to be effective and have an impact as a coach
 - Coaching Theories and Models – ensuring understanding of a wide range of coaching related topics including the latest thinking in coaching psychology, emotional intelligence and neuroscience
 - The Strategic Coaching culture – understanding the value and practice of a coaching culture and how to achieve this
 - Reflective practice – developing the lifelong learning skills to be an impactful coach, now and in the future
 - The Coaching Process – how to adopt responsible and ethical coaching practices
 - Practical Coaching Experience – many opportunities to practice the coaching knowledge, skills and behaviours in a safe environment, under the guidance of experienced and qualified coaches
- Individual and group tutorials, coaching and supervision to support learning and understanding
- Regular meetings with a Kingdom Academy Coach/Mentor to discuss progress and development
- Support for the employer to facilitate enhanced in-house learning and development opportunities relevant to the Coaching Professional standards

Journey to Success: Progressing through Gateway to End Point Assessment

To pass through Gateway the Coaching Professional Apprentice will need to:

- Complete a portfolio of evidence demonstrating that they meet the Standards of the apprenticeship
- Achieve Level 2 Functional Skills in Maths and English
- Complete 54 hours of Coaching practice (with between 4 to 9 individual coachees) and undertake 3 hours of Coaching Supervision
- Satisfy their Employer and Coach/Mentor that they are competent across all the knowledge, skills and behaviours of the Coaching Professional Apprenticeship Standards

When these requirements are met, the Apprentice will be entered for the End Point Assessment (EPA).

At the End Point Assessment, the candidate will be assessed by an Independent Assessor and they will need to demonstrate that they have achieved the Knowledge, Skills and Behaviours of the Standard. This will be completed through 3 activities:

- Observation of 2 live coaching sessions followed by a question and answer session
- Professional interview to discuss the submitted portfolio
- Knowledge test

Support with your Apprenticeship

From the outset, Apprentices will have a clear plan of the key milestones they need to meet throughout their learner journey including submission dates for assignments, requirements for evidence for the portfolio as well as preparation for Gateway and End Point Assessment.

To encourage and support them in achieving this Learner Journey, Apprentices are assigned a Coach/Mentor from Kingdom Academy who will work with them from commencement of the programme all the way through to End Point Assessment. The Coach/Mentor will be a qualified coach and have extensive experience of working as a Professional Coach. They will provide timely and relevant support to Apprentices in meeting these milestones and successfully completing their apprenticeship programme.



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