

| Qualification Journey | Membership Category | Indicative Experience Journey | |
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| I am currently in training to be a coach or mentor with: an understanding of the practice of mentoring/coaching | AFFILIATE | 16 hours of CPD per year 1 year of mentor/coach experience 50 coaching hours Quarterly supervision | You will: have the core skills of a mentor/coach, likely to be working with others using mentoring/coaching conversations to support and encourage development of skills/performance, using a mentoring/ coaching approach within your own field/role and clearly understand how your mentor/ coach role integrates with your vocational role |
| I am a qualified coach or mentor with (or equivalent): I hold an EQA qualification at Practitioner level I hold ILM level 5 or 7 I hold an equivalent qualification from a coach/mentor training course | ASSOCIATE | 16 hours of CPD per year 3 years of mentor/coach experience 100 coaching hours Quarterly supervision | You will be working: as a mentor/ coach, or using mentoring/coaching as a significant part of your main job or starting up as an mentor/coach, with a small range of clients or contexts and possibly within own area of experience to improve performance, build confidence and stretch capability, typically applying a coherent model based on one or more established ones, using reflective practice with supervision to identify, implement and evaluate specific behavioural changes to your practice |
| I meet the requirements for 'Associate' but am also: Accredited at EMCC Senior Practitioner or ICF, ACC equivalent etc. | PROFESSIONAL | 32 hours of CPD per year 5 years of mentor/coach experience 250 coaching hours Quarterly supervision | You will be: a professional mentor/coach, drawing on a range of models and frameworks, will connect with new ideas into your own approach, likely to be working with a range of clients, contexts and organisations, working in a context of building capacity for progression, managing complex and challenging relationships, working with ambiguity and change, working fluidly in the moment, with varied and often complex client issues in demanding contexts, using reflective practice with supervision to identify, implement and evaluate specific behavioural changes to your practice |
| I meet the requirements for 'Professional' but am also: Accredited at EMCC Master Practitioner or ICF, ACC etc. Actively contribute to the development of the coaching and mentoring profession | MASTER | 48 hours of CPD per year 7 years of mentor/coach experience 500 coaching hours Quarterly supervision | You will be: a professional, experienced and expert mentor/coach, creating your own innovative approach based on critical evaluation on a wide range of models and frameworks working with clients using their skills/experience flexibly to widen their perspective beyond the current 'issue/context' and thus stretching their learning and development working typically creating innovative approaches tailored to the requirements of each client actively contributing to the professionalisation and the evolution of the mentor/coach field contributions could include: developing models and tools, publishing about the profession, supervision of peer mentors and coaches, education of other mentors and coaches, developing the work of a recognised mentoring/coaching professional body, using reflective practice with supervision to identify, implement and evaluate specific behavioural changes to their practice that are also shared as possible improvements of the coaching process. |

This is a self-certification process, however from time to time EMCC UK reserve the right to review members experience or qualifications to ensure that they align with the membership category that members have self-selected. Please note that the above refers to both internal and external mentor/coaches.