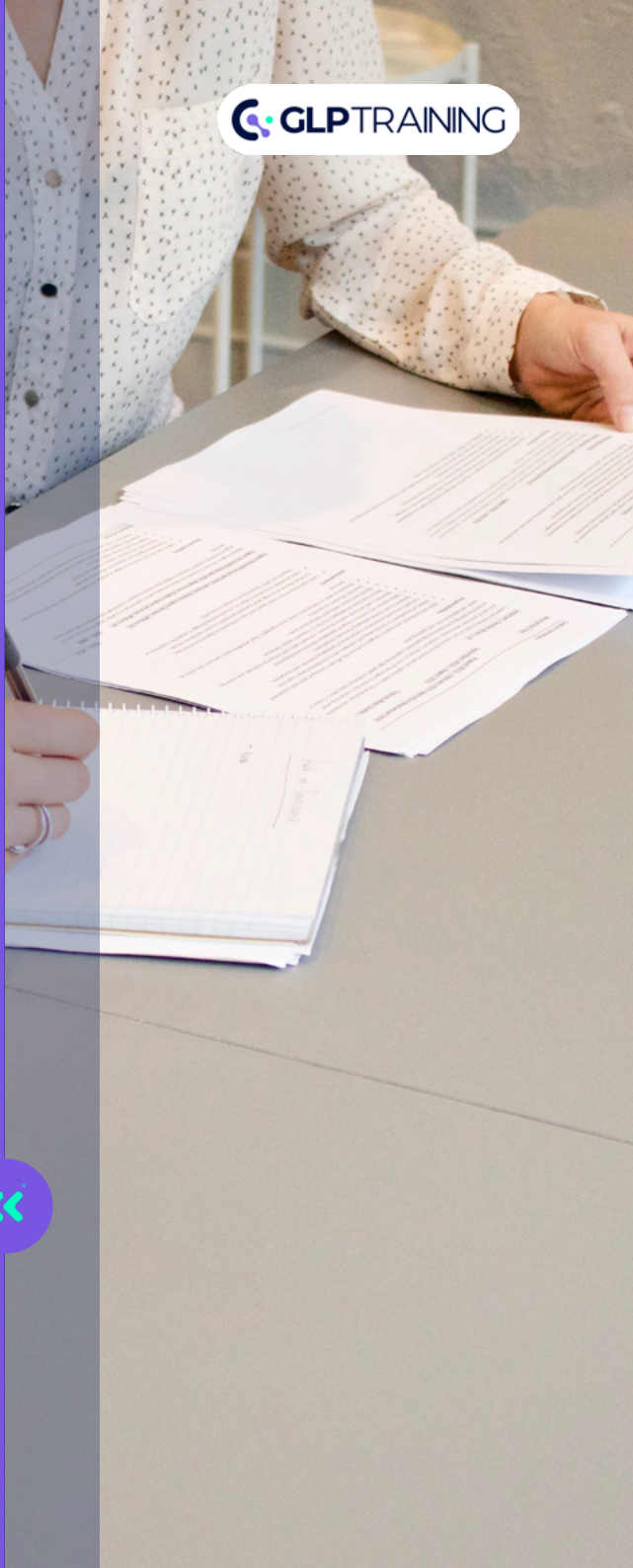




Linked to our Leadership and Sustainability Pathway providing career advancement and progression opportunities.

[find out more](#)



APPRENTICESHIP

# COACHING PROFESSIONAL

The Coaching Professional Level 5 Apprenticeship is an extensive training programme specifically designed for job coaches in the Supported Employment Sector, focusing on coaching individuals with disabilities into employment and helping them to excel in their roles. This apprenticeship has been contextualised to meet the unique needs of job coaches, with collaborative input from the British Association for Supported Employment (BASE). Additionally, the programme includes masterclasses delivered by experts from BASE, ensuring that apprentices receive top-tier, role-specific training. This apprenticeship covers a variety of essential topics, including coaching models and frameworks, effective communication and listening skills, emotional intelligence, goal setting and leadership; all tailored to the context of supported employment. Upon completion of the apprenticeship, participants will possess a profound understanding of coaching tailored to the needs of individuals with disabilities. They will be skilled in coaching these individuals into various employment settings and supporting their sustained employment. Apprentices will be equipped with the expertise to establish and manage supportive coaching relationships, apply diverse coaching techniques and assess the effectiveness of their coaching interventions. With these competencies, they will be well-prepared to advance to more senior roles within their organisations or pursue further training in coaching or leadership within the Supported Employment Sector.



**Level 5**



**£0 to £250**

*Maximum cost for non-levy employers and micro-businesses*



**14+ months**

*Approximate on-programme training (does not include EPA period)*



**£5,000**

*Maximum cost/funding for levy employers*



### Knowledge

- Learning theories and reflective practice
- Emotional and social intelligence
- Diversity and inclusion
- Coaching contracting and recontracting
- Organisational culture and leadership styles
- Coaching theory and protocols
- Communication methods
- Self-awareness theories
- Evaluation
- Legislation
- Coaching models and techniques



### Skills

- Theories of learning and reflective practice
- The theories of emotional and social intelligence
- Diversity and inclusion
- Reflective Practice
- Organisational culture
- Coaching models and theory
- Communication and Stakeholders
- Self-Awareness
- Levels of positive psychology
- Visualisation techniques
- Patterns of thinking



### Behaviours

- Self-motivation and improvement
- Self-awareness
- Coaching and positive mindset
- Flexibility

## ENROLMENT TIMELINE

- 01 Complete the online skills scan
- 02 Accept the Team's invitation to an induction session
- 03 Register in Bud (photo evidence of ID required)
- 04 Complete initial assessments (Functional Skills)
- 05 Attend enrolment session
- 06 Sign enrolment forms

CONGRATULATIONS YOU ARE NOW ON THE PROGRAMME


# COACHING PROFESSIONAL ROADMAP

Modules are delivered holistically through-out the programme.

17+ months

14+ months

3+ months

Module 1	Module 2	Module 3	Module 4	Module 5	Module 6	Module 7	Module 8	Module 9	Module 10	Module 11	Module 12	End-Point Assessment
Apprenticeship Induction	Theories of learning and reflective practice	The theories of emotional and social intelligence	Diversity and inclusion	Reflective Practice	Organisational culture	Coaching models and theory	Communication and Stakeholders	Self Awareness	Levels of positive psychology	Visualisation techniques Patterns of thinking	End-Point Assessment Preparation	
<b>INDUCTION</b>	Online Masterclass	Online Masterclass	Online Masterclass	Online Masterclass	Online Masterclass	Online Masterclass	Online Masterclass	Online Masterclass	Online Masterclass	Online Masterclass	Online Masterclass	
<b>KSBs</b>	<b>KSBs</b>	<b>KSBs</b>	<b>KSBs</b>	<b>KSBs</b>	<b>KSBs</b>	<b>KSBs</b>	<b>KSBs</b>	<b>KSBs</b>	<b>KSBs</b>	<b>KSBs</b>	<b>KSBs</b>	<b>EPA GATEWAY</b> Interview supported by portfolio of evidence  <b>REMOTE ASSESSMENT</b> Knowledge test  <b>LIVE ASSESSMENT</b> Observation or Interview
Preparing for your apprenticeship training	Reflective Practice Learning styles	What is emotional intelligence Unconscious bias Personality types Maslow self-actualisation Herzberg	Diversity and Inclusion and bias theory The theories of emotional and social intelligence	Reflective Practice Johari Window Unconscious competence to conscious competence Types of feedback	Handy's organisational culture Clan, adhocracy, market, hierarchy culture Leadership styles Goleman leadership styles	Solutions focused coaching & skills Performance coaching Methods of goal setting Coaching models Discussion on coaching experience using different theories	Communication methods Active listening & listening levels Berne's transactional analysis Power dynamics Stakeholder Management theory	The Johari Window Learning Styles Reflection Behaviour Styles SWOT Tools to assess self-awareness	Psychological approaches Cognitive behavioural coaching Gestalt Intro to Neuro-linguistic Programming (NLP)	Kline's Thinking Environment	EPA preparation presentation Mock competency interviews Mock personal development discussions	
1-2-1 tutor review	1-2-1 tutor review	1-2-1 tutor review	1-2-1 tutor review	1-2-1 tutor review	1-2-1 tutor review	1-2-1 tutor review	1-2-1 tutor review	1-2-1 tutor review	1-2-1 tutor review	1-2-1 tutor review	1-2-1 tutor review	

Formal review every 8-12 weeks

0 - 6 months Functional Skills based on Prior Qualifications and Assessment results

