



International Consortium for Health & Wellness Coaching

ICHWC National Standards for Health and Wellness Coach Training & Education Program Faculty

Introduction

The faculty standards below are designed by the ICHWC Board of Directors and its advisors to ensure that the faculty of health & wellness coach (HWC) training & education programs, in this diverse and developing field, have satisfactory underlying education and the necessary credentials and specialized interpersonal skills training to provide quality education and practical skills training to health & wellness coaching students. These faculty standards are designed to set expectations and requirements around the size of faculty, their duties, responsibilities and their underlying prior education, and to set realistic current expectations while forecasting increasing future expectations that faculty will be well-educated in the ever-expanding body of knowledge in health and wellness coaching and be well-trained in the interpersonal coaching skills that give this field its unique identity and effectiveness.

The underlying education/licensure backgrounds suitable for faculty are broad at this time and are listed below.

Subsequent editions of these standards will gradually increase the standards of faculty from ICHWC-Approved HWC training and education programs. In addition to passing the HWC Certifying Examination, faculty must also demonstrate competency in the same set of interpersonal practical skills in which they are expected to train and assess their students.

Principles

A program's team of faculty members or instructors is responsible for delivering ICHWC national standards that address four areas:

1. training and education in sections 1, 2, and 4 of the HWC Certifying Examination Content Outline, using synchronous and asynchronous formats
2. practical skills developmental feedback and guidance (i.e. mentor coaching)
3. pass/fail practical skills assessment after completion of training and education in coaching competencies
4. education in health and wellness knowledge (section 3 of the HWC Certifying Examination Content Outline).

Core faculty or instructors are those who are primarily responsible for curriculum design, content delivery, and/or assessment/evaluation and who deliver training and education in sections 1, 2, and 4 of the HWC Certifying Examination Content Outline, using synchronous and asynchronous formats, practical skills developmental feedback and guidance, and/or pass/fail practical skills assessments. Programs are required to establish a skilled team where:

- a. 80% have completed a minimum of at least 60 hours of coach training and education, including at least 40 hours of synchronous format *
- b. 50% have earned the National Board Certification for Health and Wellness Coaches by September 1, 2019
- c. 80% have completed at least 200 hours of coaching practice**
- d. 25% have a minimum of a master's degree or higher in a health and wellness-related field, or a bachelor's degree plus a license in a nationally recognized health and wellness-related field ***

For faculty or instructors who deliver section 3 of the HWC Certifying Examination Content Outline, education in health and wellness knowledge, 80% must have completed a minimum of a master's degree or higher in a health and wellness-related field, or a bachelor's degree plus a license in a nationally recognized health and wellness-related field. ***

* Coach training and education in core coaching competencies may be:

- a. completion of an ICHWC-Approved Transition Program
- b. an International Coach Federation accredited program that is at least 60 hours
- c. a portfolio of coaching competency education and training that is at least 60 hours, of which 40 hours are synchronous

** 200 hours in coaching practice may be:

- a. individual or group health and/or wellness coaching services
- b. coaching hours that support an International Coach Federation credential: Associate Coaching Credential (ACC), Professional Coaching Credential (PCC), or Master Coaching Credential (MCC)
- c. coaching services may be volunteer or for pay, but cannot be delivered to friends or family, or in services exchange with other coaches
- d. sessions must be of at least 20 minutes duration, 75% of which must be coaching process (versus instructional, educational, or directional)

*** Health and Wellness-related domains include:

Master's or higher degree in health coaching, integrative health, psychology, health promotion, health education, wellness, health management, clinical social work,

counseling, marriage and family therapy, couples therapy, pastoral counseling, exercise physiology, kinesiology, nursing, medicine including psychiatry, osteopathic medicine, naturopathic medicine, chiropractic medicine, Traditional Chinese Medicine, dentistry, physiology, nutrition, dietetics, health care systems management, public health, yoga therapy, physical therapy, occupational therapy or other official allied health fields.

Please note that a bachelor's degree plus an active, nationally-recognized license or registration as an allied health professional will be considered equivalent to a graduate degree. Examples include: LDN, RDN, RCEP, LCEP, CPHP, CHES.