



New ICF Membership Eligibility Requirements FAQs

For more information, visit Coachfederation.org/mer.

Why is the ICF doing this?

The new minimum membership eligibility requirement supports the envisioned future as outlined in the ICF strategic plan: "Coaching is an integral part of society and ICF members represent the **highest quality** in professional coaching."

Current membership policy requires agreement to abide by our Code of Ethics and payment of a membership fee in order to become a member of the ICF, regardless of level of coaching expertise and qualifications.

While this reflects our value for inclusiveness, the current policy has eroded our reputation as a trusted source for qualified coaches, threatens to compromise our position as the leading coaching organization in the world, and undermines the integrity of the coaching profession overall.

This policy change serves to protect you and consumers, and will preserve the integrity of our organization by establishing a clear and verifiable standard of coach-specific training, including Code of Ethics, as the basis to identify oneself as an "ICF Coach Member."

How and where do I get coach-specific training?

You can acquire coach-specific training at an ICF Accredited Coach Training Program (ACTP) or a program that has received the ICF Approved Coach Specific Training Hours (ACSTH) designation.

You can search ICF approved coach training programs in the [Training Program Search Service here](#).

Additionally, you may pursue your coach-specific training from a non-ICF approved coach training program or university as long as the training meets the ICF requirements. [Learn how to become an ICF approved coach training program or university](#). [Search for an ICF approved coach training program or university](#).

How can I check to see if the training I got qualifies?

Cross-reference with the Accredited Coach Training Program (ACTP) provider, Approved Coach Specific Training Hours (ACSTH) provider, or a Continuing Coach Education (CCE) provider, which you can find on the ICF Training Program Search: <http://www.coachfederation.org/icfcredentials/program-search-tool/>

You may also ask your training provider for its program requirements to ensure the program you completed meets this definition: "the coaching training provider teaches coaching skills and behaviors, teaches how to apply technical skills in a coach-like manner, and transfers those skills in accordance with the ICF Core Coaching Competencies."

Do I need to send in my training certificates, school transcripts, or documentation of hours?

No, initially you will be asked to verify that you've fulfilled the membership eligibility requirements by declaring your completion of at least 60 hours of coach-specific training.

Remember that you are bound by the ICF Code of Ethics (which prohibits mis-representation of coaching qualifications), and the ICF will also retain the right to verify a member's coach training hours or proof of accreditation from a coach training program or school at any time.

How were these Minimum Membership Eligibility Requirements developed?

Carefully and with a lot of input! The global Membership & Community (M&C) Committee hosted a year-long conversation among the general membership. Following are the methods that were used to keep the conversation open and collect all perspectives:

- Data from past member surveys and focus groups;
- Conversations at ICF Chapters;
- New focus groups;
- A dedicated survey sent directly to 25 percent of our members (other members were invited to participate if interested);
- Posts on the ICF blog;
- *Coaching World* articles; and
- An open conference call.

The M&C Committee is grateful to the many members who co-created this new policy by speaking up, getting involved, and sharing their ideas and opinions along the way. Thank you!

What are the requirements for CURRENT members of the ICF?

If you are currently:

A Credentialed Member

Current ICF members who have previously earned and currently hold a valid ICF Credential (ACC, PCC, or MCC) automatically fulfill the membership eligibility requirements and will retain their Credentialed Coach Member status. Further, anyone who earns an ICF Credential in the future is automatically eligible to be a Credentialed Coach Member.

A Non-Credentialed Member

Beginning April 1, 2012, current members who **HAVE** completed at least 60 hours of coach-specific training* will be considered to have fulfilled the minimum membership eligibility requirements and will retain ICF Coach Member status.

Beginning April 1, 2012, current members who have **NOT** completed at least 60 hours of coach-specific training* will be considered Provisional Members for a maximum of one year (until April 1, 2013) or until the minimum membership eligibility requirements are fulfilled, if completed before April 1, 2013. Of course, coach-specific training* hours accumulated between now and the official policy launch on April 1, 2013 will also be applicable.

The Provisional Member category will be limited to one year (April 1, 2012 to April 1, 2013), at which time the individual either qualifies to become an ICF Coach Member (or an ICF Credentialed Coach Member) or leaves the ICF until such time as they qualify under the same membership eligibility requirements described above.

* The 60 hours of coach-specific training needed to meet the minimum eligibility requirements for ICF membership is aligned with the requirements for the ACC Portfolio Application credential path. Coach-specific training is defined as:

- Training from an ICF Accredited Coach Training Program (ACTP) or a program that has received the ICF Approved Coach Specific Training Hours (ACSTH) designation; or
- Training that is specifically marketed as teaching coaching skills and behaviors, teaches how to apply technical skills in a coach-like manner, and transfers those skills in accordance with the ICF Core Coaching Competencies.

What are the requirements for NEW members to the ICF?

ICF Credential Holders

Individuals who have previously earned and currently hold a valid ICF Credential (ACC, PCC, or MCC) automatically fulfill the membership eligibility requirements. Further, anyone who earns an ICF Credential in the future is automatically eligible to be a Credentialed Coach Member.

Coaches without an ICF Credential

Beginning April 1, 2012, individuals who **HAVE** completed at least 60 hours of coach-specific training* will be considered to have fulfilled the minimum membership eligibility requirements and will be able to join as an ICF Coach Member.

Beginning April 1, 2012, any individual who can demonstrate enrollment in coach-specific training may join the ICF as a Student Coach Member. The Student Coach Member category will be limited to one year (counted from the date of joining the ICF), at which time the individual either:

- Becomes an ICF Coach Member by having completed the 60 hours of coach-specific training;
- Becomes an ICF Credentialed Coach Member by completing relevant requirements to earn one of three ICF Credentials; or
- Leaves the ICF until they qualify as an ICF Coach Member or an ICF Credentialed Coach Member.

Beginning April 1, 2012, individuals who have **NOT** completed at least 60 hours of coach-specific training and who are not enrolled in coach-specific training will not be eligible to become a member of the ICF.

* The 60 hours of coach-specific training needed to meet the ICF minimum membership eligibility requirements aligns with the requirements for the ACC Portfolio Application credential path. Coach-specific training is defined as:

- Training from an ICF Accredited Coach Training Program (ACTP) or a program that has received the ICF Approved Coach Specific Training Hours (ACSTH) designation; or
- Training that is specifically marketed as teaching coaching skills and behaviors, teaches how to apply technical skills in a coach-like manner, and transfers those skills in accordance with the ICF Core Coaching Competencies.

How did the ICF decide that coach-specific training should be the minimum membership eligibility requirement?

Over the past few years, dialogue about coach-specific training occurred around the world. The consistent suggestion offered by members is that coach-specific training is the most appropriate eligibility requirement for membership in the ICF.

Following this research outcome, the M&C Committee moved forward on developing the precise minimum membership eligibility requirement policy with the intention to:

- Raise global standards of professionalism for coaching;
- Strengthen the ICF brand; and
- Preserve ICF membership unity and enthusiasm.

For additional information, contact ICF at icfheadquarters@coachfederation.org.