

Level 5

Coaching Professional Apprenticeship

Develop your career, connect with peers, grow your confidence as a coach



Coaching Professional Apprenticeship Standard

At Pearson TQ we provide a fully managed end-to-end apprenticeship service, covering design, delivery, and assessment solutions.

We create high quality, contextualised workplace learning programmes giving employers and individuals access to the learning they need to unlock their potential and grow with the world around them.

Coaching Professional Apprenticeships are one of the most effective ways to develop the capabilities and boost the performance of those in a coaching role. Apprenticeships help to develop essential skills in existing employees as well as attract new talent, addressing the challenge of the workforce skills gap.

This Apprenticeship Standard aligns with the following professionally recognised coaching bodies:

- *European Mentoring and Coaching Council for Accredited Coaching Practitioner*
- *The Association for Coaching for Accredited Coach*
- *The International Coach Federation for Associate Certified Coach.*

Why should I apply?

Personal development opportunity that is structured, bespoke and relevant to coaching.

Nationally recognised Level 5 coaching qualification for life and future career enhancement.

Opportunity to build relationships and connections with peers and stakeholders across a broad range of sectors.

Develop coaching skills to enable you to grow and unlock potential in yourself and others.

Support digital skill building and enhance maths and English skills.

Build self-awareness - develop the skills to become a reflective practitioner. Gain a better understanding of your strengths and how to utilise them to support others.

Increase your confidence as a coach to shape and guide individuals to build solid, lasting relationships creating a positive, working environment.

Challenging and rewarding experience which enables you to put coaching theory into practice.

Increased job satisfaction resulting in you feeling empowered to turn your development into success.



“ I've definitely been using a lot more management and coaching techniques when I've been working with my trainees and thinking about how we can help them with their development.

Pearson TQ Apprentice

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Programme overview

Level 5 Coaching Professional Apprenticeship

“ I want to express my profound gratitude for the exceptional support and guidance provided by my Pearson TQ Skills Coach throughout my apprenticeship journey... Her commitment to my development has empowered me to acquire new skills and grow both personally and professionally.”.

Pearson TQ Apprentice

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Who is the programme for?

For those who coach a range of individuals and teams to empower and engage with them to enhance their professional performance.

Example occupations

Business coach, Career coach, Coach, Coaching practitioner, Coaching professional, Leadership coach, Performance coach, Systemic coach, Team coach, Wellbeing coach.

Key responsibilities

Include one-to-one coaching, team coaching, leadership coaching and to embed coaching within culture and governance infrastructures to support future ways of working.

Programme level

5

End Point Assessment Organisation (EPAO)



Programme length

14 months (excluding EPA).

Independent learning

Approximately 3 - 4 hours per week.

Off the job training

6 hours per week, as part of your contracted work hours.

Entry requirements

Determined by your employer, but may typically be five GCSEs at Grade C or higher, including English and Mathematics. All apprentices must achieve Level 2 English and Mathematics prior to taking EPA.

Knowledge, Skills and Behaviours

Coaching, communicating, practising, collaborating for success, being an ambassador for instilling a coaching mindset.

“ I really like coming together with everybody and getting other people's point of views and sharing in an open forum where everyone can share their thoughts. You can clearly see that a lot of thought, and a lot of preparation, has gone into delivering the Apprenticeship - it's very informative, a really good opportunity.

Pearson TQ Apprentice

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What will I learn?

The Foundations of Coaching

- Defining the professional interventions
- Coaching Models
- Documentation of Legalities and Relevant Legislation
- Codes of Ethics
- Coaching Goal Setting
- Listening and Questioning Techniques
- Session planning.

The Reflective Coach

- Self-Assessment
- Development and CPD
- Theorise of Self-Awareness
- Unconscious Bias
- Learning and Reflective Practice Theories
- The Johari Window
- Time Management
- Contracting and Recontracting.

Coaching with Connection

- Learning Theories
- Giving Feedback and Challenging
- Emotional and Social Intelligence
- Communication
- Understanding Motivation
- Transactional Analysis.

Measuring Impact

- Evaluation
- ROI (Return on Investment) and Delivering Value
- Neurolinguistic Programming (NLP)
- Ontology and Human Values
- Cognitive Behaviours
- Neurodiversity in coaching.

Navigating Coaching Relationships

- Theories of Stakeholder Management
- Conflict Management
- Management of Boundaries
- Assertiveness
- Negotiation
- Fostering Non-Dependence
- Building Trust.

Coaching in Professional Context

- Organisational Culture
- Values
- Leadership Styles
- Sustainable Change
- Embedding Good Practice.

Coaching for Growth

- Continuous Professional Development
- Professional Coaching Bodies
- Commercial Coaching and Marketing
- Portfolio-Building.

Preparing for EPA Success

- Selecting Evidence for the Portfolio
- Interview Preparation and Practice
- Mock Knowledge Test
- Observation Guidance.

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A lot of the modules we've done around emotional intelligence and the importance of trust in leadership have helped me to gain a new appreciation of the underlying skills that are helpful to have as a manager and to think about other things that I can draw out to help myself in future positions.

NHS Apprentice

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End Point Assessment

The End Point Assessment components for the Level 5 Coaching Professional Apprenticeship Standard are:

- Observation
- Professional discussion, informed by the Showcase portfolio
- Knowledge test.



Quality of training delivery

Pearson TQ, your trusted delivery partner, is one of the UK's leading training providers, qualifying over 4,300 apprentices last year. They are passionate about helping to equip apprentices with the skills they need to enhance their employability prospects and to succeed in the changing world of work.

“During her progress review today, Nicola explained that her team is the highest performing team in her service and is now seen as the gold standard for all other teams! This change has occurred over the last 12 months and both Nicola and her line manager stated that they felt that the Apprenticeship programme has been instrumental over the past six months in supporting this change.”

Employer

“Apprentices quickly develop the knowledge, skills and behaviours that are essential for managing their work and leading their teams effectively. Consequently, they improve their performance and make valuable contributions to their organisations ... A high number of apprentices are promoted during their apprenticeship.”

Ofsted Report, 2022

“[Pearson TQ's] leaders and managers are highly ambitious for their apprentices. They ensure that the training apprentices receive includes additional qualifications beyond the requirements of the apprenticeship.”

Ofsted Report, 2022

“[Apprentices] benefit greatly from a well-planned curriculum and the effective teaching support they get from their coaches. As a result, apprentices have positive attitudes to learning and are highly motivated to succeed in their training and at work.”

Ofsted Report, 2022

“[Pearson TQ] has developed a curriculum which is specific to the employers' needs and well aligned to employers' leadership and management development strategies.”

Ofsted Report, 2022

Pearson TQ is listed on the Register of Apprenticeship Training Providers (RoATP) as a main provider

Ofsted graded 'Good' in November 2022

Quality Management ISO:9001

Investors in People Gold Award

Cyber Essential Plus certified

Defence Employer Recognition Scheme (Silver)

Pearson is listed in Stonewall's top 30 employers for 2023

Pearson received a top score of 100% on the Disability Equality Index®

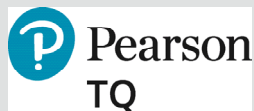
Pearson TQ is an approved CMI centre:



Shortlisted for the CMI Partner Awards 'Outstanding Training Provider of the Year 2022'

One of their apprentices won Highly Commended CMI 'Outstanding Apprentice of the Year 2022' Award.

Key partners



Pearson TQ is assured by



Pearson TQ programmes are accredited by



Find out more

Visit our website for case studies and more information about our Apprenticeship programmes:

www.pearson.tq.com

Have further questions or need additional support?
Contact Pearson TQ for more information:

tqenquiries@pearson.com

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The quality of apprenticeships and level of communication by far exceeds any other provider, and I really appreciate all the work you all put in. All of the learners who are enrolled with you say how they enjoy the course and the support they get.”

Emily Tully - BCM Global Learning & Development Manager

Association of Apprentices

Pearson TQ has partnered with the Association of Apprentices (AoA), a national, not-for-profit membership organisation which helps apprentices to connect, learn and fulfil their potential.

Apprentices can join the community, share experiences, communicate with people in similar situations, participate in specially curated events, and get support with everything from work skills to wellbeing.

Through our partnership, apprentices are eligible for free AoA membership with access to a bespoke social and professional networking platform that allows apprentices to unite with peers in a dedicated, inclusive virtual community and have access to thousands of resources to support apprentices work and life skills development.



Association of
Apprentices

Corporate
Member