



Programme Guide

Coaching Professional

The purpose of coaching is to work with a diverse range of individuals and teams across organisations, empowering and engaging them to improve their professional performance. Coaching involves leading in a non-directive way, helping people learn through deep listening and reflective, open-ended questioning.

Programme Description

This programme is designed for those in coaching roles, focusing on engaging and empowering individuals and teams to enhance professional performance. It utilises reflective practice to help learners build on their existing coaching abilities while expanding their knowledge of the latest coaching theories.

Qualification

Level 5 Coaching Professional

Apprenticeship Duration

14 months (+3 months for EPA)

Start Date

Rolling Start Dates Available

Awarding Body

Highfield Assessments

Key Learning Aims

The programme coverage below details the various topics that learners will explore in monthly sessions with their tutor. All topics align with government Apprenticeship Standards, equipping learners with the core knowledge, skills, and behaviours essential for success.

| Programme Coverage | |
|-------------------------|-------------------------------|
| Knowledge & Skills | |
| Technical Expertise | Business Understandings |
| Coaching Function | Developing a Coaching Culture |
| Coaching Consultancy | Relationship Management |
| Facilitation Skills | Record Keeping |
| Self Development | Evaluator |
| Behaviours | |
| Collaborative Partner | Commercial Thinker |
| Constructive Challenger | Passionate & Agile Deliverer |

End Point Assessment

Once learning is complete, the employer, learner, and Intec will determine whether the learner has acquired the necessary knowledge, skills, and behaviours to proceed to the Assessment Gateway. This will initiate the End Point Assessment, graded as a pass, distinction, or fail, depending on the programme.

33% Weighting

Observation with Q&A

Observation of two 60-minute coaching sessions, followed by a 20-minute Q&A.



Interview with Evidence

A 60-minute interview consisting of at least nine questions. The learner should refer to their portfolio of evidence to support their responses.

33% Weighting

Knowledge Test

A 90-minute multiple-choice test with 40 questions, 10 of which will be based on two provided scenarios.

Programme Pathway

An apprenticeship will support your career by providing the skills needed to succeed in the workforce. Learners can further enhance their skills and knowledge by progressing to one of our higher-level programmes.

