

IOL Coach Approval

IOL Coaches provide a vital role in supporting candidates to complete their application for IOL accreditation awards. They support people to reflect on their practice, values, approach and aspirations as a practitioner of outdoor learning.

What are the benefits?

- **Show your commitment** to the field of Outdoor Learning
- **Support practitioners** in their on-going development
- **Recognition on the IOL website** as an Approved IOL Coach
- **Further develop** your practice (CPD)

What are you approved to do as an IOL Coach?

- Coach candidates for RPIOL, APIOL or LPIOL
- Sign the Coach Statements for RPIOL, APIOL or LPIOL awards

Who can apply?

Approval is open to established APIOL or LPIOL holders with a desire to support the Institute and assist practitioners in their development.

Approved Coach Level	Needs to Hold	Further Requirements
RPIOL	APIOL	None
APIOL	APIOL	Application form with 2 proposers
LPIOL	LPIOL	Must have coached 3 or more APIOL candidates

What will I need to know?

As an IOL Coach it is expected you will be familiar with the accreditation process, criteria, application for the award you are supporting your candidate with.

- **Reflective practice** – you will be aware of the difference between reflection and reflective practice and be able to engage candidates in critical reflection conversations.
- **Coaching approach** – you will be able to identify and agree the topic for conversation, help candidates develop their own insights and solutions, and let the candidate select their next steps to take.

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What does IOL Coaching involve?

Coaching is an approach that is focussed on helping people bring the best out of themselves and achieve the goals they have. **An IOL Coach supports candidates to achieve their goal of being Accredited by the Institute for Outdoor Learning and hold a RPIOL, APIOL or LPIOL award.**

Candidates drive their accreditation process and coaches support them as required in discussing their career, values, approach, philosophy and aspirations and completing their application form.

Coaching is usually face-to-face but can also be carried out by phone or Skype/facetime when it better suits both parties.

What expectations do you have for APIOL coaches?

- To be available to candidates for IOL Coaching
- To coach candidates in a professional manner
- To actively listen to candidates' responses and challenge them appropriately
- To be honest and open with your candidate and for them to behave likewise
- To be patient, non-judgmental and accept people as they are
- To keep confidentiality and operate ethically
- To keep up to date with IOL Accreditation processes
- To attend Coach Development events when possible
- To be an ambassador for IOL Individual Accreditation

You shouldn't expect:

- To provide your candidate with answers all the time
- No problems - you are there to guide the candidate when needed
- To just let the candidate get on with it – your role as a coach is a vital part of the accreditation process.

How do I get IOL candidates to Coach?

Prospective candidates for RPIOL/APIOL/LPIOL apply to IOL and, when accepted, select their own coach. The IOL Professional Development Team will provide guidance and support as needed.

IOL actively encourage coaches to promote IOL Accreditation and offer themselves as coaches to others.

How long is APIOL Coach approval valid?

The approval is not time limited but as with any award current competence relies on relevant recent experience, keeping up to date with processes and on-going CPD.

Is the IOL Coach role paid?

In common with other professional institutes, IOL Coach is a voluntary role to support practitioners and assist the Institute in making accreditation available to members.

- RPIOL is voluntary and unpaid.
- APIOL is voluntary. Coaches can claim £100 per candidate towards expenses.
- LPIOL is voluntary and unpaid.

Is an IOL Coach the same as an IOL Assessor?

No, there is a separate process to become an Approved APIOL Assessor. IOL Assessor Approval requires attendance at a moderation meeting so we can ensure assessments are fair, consistent and reliable throughout the UK. See details on the IOL website.

APIOL Coach Criteria

The criteria to become an Approved APIOL Coach are:

1. Is a positive role model for APIOL and the Institute for Outdoor Learning.	
2. Has a desire and interest in supporting practitioners in their on-going development.	
3. Has had responsibility for developing others to include experience of reviewing performance and providing feedback.	
4. Has experience of assessment of the competence and practice of other practitioners.	
5. Has experience of coaching and mentoring others and is able identify when each approach is most appropriate.	
6. Is readily contactable via telephone and email.	

APIOL Coach Approval Process

1. **Self-assessment against the criteria** above. Consider coming to an IOL Coach Training event if you wish to explore or further develop your coaching skills.
2. **Download and complete the IOL Coach application** form from the IOL website. You will need 2 proposers to support your application.
3. **Send your full application** to Louise at IOL Central Office. The IOL Professional Standards Manager will assess and approve applications that fit the criteria.

Further questions?

Get in touch with IOL Professional Standards Manager: neal.a@outdoor-learning.org