

Coaching Professional



1 What the ROLE ENTAILS

The broad purpose of the occupation is to work with a wide range of individuals and teams across organisations, to empower and engage with them to enhance their professional performance. Coaching is a way of leading in a non-directive manner, helping people to learn through deep listening and reflective, open questions rather than instructing, giving advice or making suggestions.

Coaching is a way of treating people, a way of thinking and a way of being which is seen as vital to supporting individuals and organisations in increasingly volatile and ever-changing environments. The underlying and ever present purpose of coaching is building the self-belief of others, regardless of the context, to be curious and self-aware, better equipping them to collaborate, innovate, deal with the increasing pace of change and get the best from increasingly diverse environments.

2 On-programme ASSESSMENT

Before entering Gateway, the apprentice must complete the following on-programme assessment requirements:

- Confirmation from the employer that the apprentice is consistently working at or above the levels set out in the apprenticeship standard and Assessment Plan and that this can be evidenced.
- English and maths at Level 2
- A portfolio of evidence which is submitted to the Steadfast EPA at the Gateway

3 Gateway REQUIREMENTS

The employer, training provider and the apprentice make the decision that the apprentice is ready to go through Gateway.

Training providers registered with us for this EPA will have access to a wide range of resources to support preparing the apprentice for their assessment. The apprentice will also have access to a range of materials and resources via EPA Pro.



4 End Point ASSESSMENT

EPA element 1:

Observation with questions and answers

The observation should take 2 hours and 20 minutes.

The observation may be split into discrete sections held over a maximum of 1 working day. The length of a working day is typically considered to be 7.5 hours.

The apprentice must be observed delivering a coaching sessions with an individual receiving the coaching.

The apprentice will be observed carrying out two, one hour-long coaching sessions with different individuals receiving the coaching, followed by a 20 minute question and answer session.

EPA element 2:

Interview supported by a portfolio of evidence.

The interview must last for 60 minutes, and the independent assessor will ask a minimum of 6 open questions with follow up questions used to draw out further evidence if needed.

Apprentices are encouraged to refer to their portfolio of evidence during the interview to support their responses, however the portfolio underpins the interview and will not be directly assessed.

EPA element 3:

Knowledge test

The Apprentice will have 90 minutes to complete 40 multiple-choice questions which will be made up of:

- 30 multiple-choice questions that have 4 options of which 1 will be correct.
- 10 multiple-choice questions which will be based on two given scenarios.

5 Completion & CERTIFICATION

Once the apprentice has successfully completed all EPA elements, and the IEPA has verified this, the report is sent out along with a request for permission to claim the Certificate on behalf of the apprentice.

The Certificate is then claimed from the ESFA.

Why choose Steadfast EPA?

We are an Ofqual approved End-Point Assessment Organisation (EPAO) specialising in EPA delivery across health, education, care, and business apprenticeship standards. We offer flexible and reliable EPA solutions supported by sector expertise, guidance documents and proactive service and support. We believe that we offer a premium service to our clients, combining excellent customer service with high quality, fair and robust end point assessments.

To review the standard and assessment plan, follow the link below

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Email us

enquiries@steadfastepa.co.uk



Call us

01775 513056



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