

Title	Coach adult learner(s)		
Level	5	Credits	8

Purpose	People credited with this unit standard are able to prepare and deliver coaching sessions for adult learner(s), and review coaching of adult learner(s).
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Classification	Adult Education and Training > Delivery of Adult Education and Training
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Available grade	Achieved
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Guidance Information

1 Definitions

Coaching further develops skills, knowledge, and attitudes acquired through training, and assists with the transfer of that learning in a particular context(s). Coaching may include but is not limited to – performance coaching, business coaching, career coaching, life coaching.

Organisational requirements refer to the policies, procedures, and reporting requirements of the provider and/or client organisation.

Stakeholders include learner(s) and may include supervisor, management, trainer, and assessor.

2 Range

Evidence of coaching of an individual or group incorporating at least four related sessions that build on each other, with a total of at least 90 minutes coaching time, is required.

3 Coaching is subject to compliance with the Health and Safety at Work Act 2015 and organisational requirements.

4 This standard is intended for assessing adult coaching sessions. To assess on-job training use Unit 7108, *Deliver on-job training for adult trainees*. To assess the facilitation of an individual's learning use Unit 7095, *Develop and facilitate individualised adult learning plans*. To assess mentoring of education and training practice use Unit 30427, *Provide leadership to another practitioner(s) to enhance their adult education and training practice*.

Outcomes and performance criteria

Outcome 1

Prepare coaching sessions for adult learner(s).

Performance criteria

- 1.1 Current level of learner competency, expected outcomes, and intended coaching timeframes are determined in order to provide relevant and targeted coaching sessions.
- 1.2 Outcomes are agreed between coach, learner(s), and any other relevant stakeholders.
- 1.3 Coaching schedule is negotiated to meet agreed outcomes.
Range timeframes, venue(s), planned stages of development, resources.

Outcome 2

Deliver coaching sessions for adult learner(s).

Performance criteria

- 2.1 Coaching sessions are delivered in accordance with stakeholder requirements in a specific context.
- 2.2 Coaching methods are tailored to meet individual needs, to develop individual potential, and to achieve agreed outcomes.
- 2.3 Progress is documented and monitored and any modifications are agreed between coach and learner(s).

Outcome 3

Review coaching of adult learner(s).

Performance criteria

- 3.1 Stakeholder feedback on process and achievement of outcomes is sought and analysed in accordance with agreed outcomes.
- 3.2 Self-review includes identification of possible areas for future refinement.

Planned review date	31 December 2022
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Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	28 May 1996	31 December 2015
Review	2	18 December 2002	31 December 2015
Review	3	12 December 2008	31 December 2019
Rollover and Revision	4	26 June 2013	31 December 2019
Review	5	28 September 2017	N/A

Consent and Moderation Requirements (CMR) reference

0045

This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

Comments on this unit standard

Please contact NZQA National Qualifications Services nqs@nzqa.govt.nz if you wish to suggest changes to the content of this unit standard.