

The IACP Standards for Trainers, Trainings, and Practitioners are drafted with an awareness of the aggregate nature of learning. Knowledge comes from the interface between education and practical experience. Skill is acquired from the successive application of education to experience. With those principles in mind, these Standards should be understood as a point of departure in a continuing journey of education and practice for Collaborative Practitioners and Trainers.

INTERNATIONAL ACADEMY OF COLLABORATIVE PROFESSIONALS

MINIMUM STANDARDS FOR COLLABORATIVE TRAINERS

The IACP sets the following basic requirements for a professional to hold herself/himself out as a Trainer who satisfies IACP Standards for Training in Collaborative Practice

1. Experience:

- 1.1 A trainer should have participated in at least eight different collaborative cases, accumulating at least fifty hours of practice in the collaborative process. For interdisciplinary team trainers, such cases and hours shall include a minimum of five cases and twenty-five practice hours in the interdisciplinary team model.
- 1.2 A trainer should, during the five years immediately prior to the training, have had at least twenty hours of actual, hands-on experience as a teacher, trainer, or presenter of programs each of which was at least three hours in duration. Such experience shall be as a person primarily responsible for the presentation of all or significant components of such programs.
- 1.3 A trainer should have completed at least twenty-four hours of training in the collaborative process. Not less than twelve of such hours shall include 1) a basic training that satisfied the IACP Training Standards and 2) a training of at least six hours directed at that trainer's professional discipline. The additional twelve hours may be earned by participating, as a student or assistant, in Collaborative Practice trainings conducted by trainers who satisfy these Trainer Standards.

2. **IACP Practitioner Standards:** A trainer should satisfy the highest IACP practitioner standards. A trainer should have completed at least forty hours of mediation training approved by ACR or approved for continuing education credits by professional organizations. When training in the divorce area, such mediation training shall include a substantial amount of divorce mediation.
3. **Licensing/Certification:** A trainer shall be licensed or certified, and be in good standing and not restricted in practice or subject to any conditions or monitoring of his or her conduct by the licensing board governing the trainer's field of practice. A trainer shall have no public record of discipline of any nature within the last five (5) years.
4. **IACP Training Standards:** A trainer should have the skills to conduct a training that meets the IACP Training Standards.
5. **Skills Training:** A trainer should be qualified by education, training, and experience to inform and educate about skills relative to communication, problem-solving, facilitative dispute resolution, mediation, interpersonal relationships, couples' conflict management and resolution, interest based negotiation, team, and process. A trainer should be able to teach adults through meaningful dialogue and didactic presentations, and be able to set up demonstrations, structure role plays, and employ other experiential learning models.
6. **Knowledge about Area of Dispute:** A trainer should have an appropriate understanding of the general area to which the dispute relates, including, a recognition that financial decisions may have far-reaching and long-term financial and tax implications and, when training in the divorce area, knowledge of the grief process, child development, and the dynamics of the divorcing/restructuring family.
7. **Particular Professions:** In addition to the above, those offering training in particular disciplines as part of the collaborative process shall satisfy the following:
 - 7.1 Attorneys:
 - A minimum of five years in active practice, including five years of experience in the particular discipline which is the subject of the training (*e.g.*, five years of family law experience for collaborative trainings dealing with divorce and separation).

7.2 Child Specialist:

- A minimum of five years clinical experience with specialty focus on children.
- In-depth understanding of children's unique issues in divorce.

7.3 Financial

- A minimum of five years in financial consulting with significant experience in assisting separating and divorcing couples specifically with respect to the financial and tax aspects of the general area to which the dispute relates.

7.3 Coaches:

- A minimum of five years of post-licensure experience in a clinical area, including clinical experience focusing on couples and families, and in-depth knowledge of: 1) short-term therapy and coaching models, 2) divorce and the psychosocial impact of divorce on families, and 3) basic elements and guidelines for creating parenting plans.
- In depth knowledge of family dynamics and systems theory and child development.

8. **Trainers in the Interdisciplinary Model of Collaborative Practice:** The interdisciplinary model of Collaborative Practice includes the mental health, financial, and legal disciplines as part of the fundamental collaborative team assisting clients. In addition to the above, a trainer in the interdisciplinary team model should have:

8.1 Completed a minimum of one basic interdisciplinary team training.

8.2 Knowledge of team interactions and specific issues unique to the interdisciplinary model.