

ISCL EXPERIENCE-BASED CREDENTIAL PATHWAY

1. PURPOSE

The Experience-Based Credential Pathway (EBCP) provides a route for safety professionals who have developed coaching capability through real-world practice to earn ISCL credentials while meeting the same professional coaching standard as applicants who have completed formal coach-education programs.

This pathway does not waive the educational requirement. Instead, it allows applicants to demonstrate equivalent learning and demonstrate their competence as a coach in a supportive environment.

2. SCOPE

This applies to applications for:

- Accredited Safety Coach (AcSC)
- Professional Safety Coach (PSC)

The Fellow designation remains nomination-only and is not included in this pathway. Affiliate Safety Coach (AfSC) is also not included, as this is an entry-level ISCL credentialed safety coach tier.

3. ELIGIBILITY REQUIREMENTS

Applicants must demonstrate the following:

Credential	Coach Education Standard	Experience Requirement	Safety Discipline Requirement
Accredited Safety Coach (AcSC)	38+ hours structured coaching education aligned to the ICF Core Competencies .	2+ years applied safety coaching practice.	Recognized safety qualification or professional designation.

Professional Safety Coach (PSC)	75+ hours structured coaching education program aligned to ICF Core Competencies .	5+ years applied safety coaching practice with demonstrated leadership contribution.	Advanced safety qualification or chartered-level designation.
--	--	---	---

The experience-based pathway does not reduce or replace these requirements.

4. WHAT THE EXPERIENCE-BASED PATHWAY RECOGNIZES

Many safety professionals learn to coach through leadership roles, mentoring and development conversations, facilitating culture change, peer coaching, reflective practice, safety dialogues, investigations, and enablement work.

This pathway recognizes that learning and provides a structured way to evidence it.

5. REQUIRED SUBMISSION COMPONENTS

For those wishing to apply through the EBCP, they will be asked to:

1. Provide additional evidence of structured coaching education that is aligned with the ICF Core Competencies and grounded in evidence-based frameworks such as GROW, CLEAR, or Solution-Focused Coaching. The same duration of coaching training applies to EBCP applicants (38 hours for AcSC, 75+ hours for PSC) as non-EBCP applicants.
2. Provide an additional reference compared to non-EBCP applications (so, two in total for AcSC, three in total for PSC).
3. Submit a recorded coaching conversation for review.

6. APPEALS

Appeals may be submitted in accordance with the [ISCL Policy and Procedure](#).

Approved by: Megan Tranter

Role: CEO, ISCL

Last Updated: Mar 18, 2026