



Coach Skill Identifier effective 1 SEP 21



Objectives of Coaching Skill Identifier:

- Establish a coaching standard within the Army
- Identify the professional skill of Coaching on the SRB and resumé
- Identify a ready force that can be utilized as requirements increase

Coach Skill Identifier Requirements: Effective 1 September 2021

Coach level	Skill Designation	Training Requirement	Experience Requirement	Testing
Army Coach	A3B	80 hour (ACTP)		
Army Leader Coach	A4B	80 hours*	100 hours*	Coach Knowledge Assessment*
Army Executive Certified Coach	A5B	125 hours**	500 hours with at least 25 leaders**	Coach Knowledge Assessment**
Army Master Certified Coach	A6B	200 hours***	10 hours mentor coaching 2500 hours with at least 35 leaders***	Coach Knowledge Assessment***

*ACC credentialed **PCC credentialed **MCC credentialed

Coach Skill Identifier effective 1 SEP 21



A3B - Army Coach qualifications.

(1) Training: All Soldiers must successfully complete a prescribed <u>80 hours</u> of coach-specific training through an Accredited Coach Training Program (ACTP) certified through the International Coaching Federation (ICF). Soldiers classified in Army Coach, PDSI A3B, must continue to demonstrate professional excellence, integrity, good judgment, and exhibit outstanding ability to support the Army Coaching Program.

A4B - Army Leader Coach qualifications.

- (1) Training: All Soldiers must successfully complete a prescribed <u>80 hours</u> of coach-specific training through an Accredited Coach Training Program (ACTP) and receive certification through the International Coaching Federation (ICF) at the Associate Certified Coach Level. Soldiers classified as Army Leader Coach, PDSI A4B, must continue to demonstrate professional excellence, integrity, good judgment, and exhibit outstanding ability to support the Army Coaching Program.
- (2) Experience. A minimum of 100 hours of coaching experience with at least eight different leaders. At least 25 of these hours must occur within the 24 months as certified through the International Coaching Federation at the Associate Certified Coach Level.
- (3) **Testing**. Completion of the Coach Knowledge Assessments as required by the ICF certification.

Coach Skill Identifier effective 1 SEP 21



A5B - Army Executive Certified Coach qualifications.

- (1) Training: All Soldiers must successfully complete a prescribed <u>125 hours</u> of coach-specific training through an Accredited Coach Training Program (ACTP) and receive certification through the International Coaching Federation (ICF) at the Professional Certified Coach Level. Soldiers classified in Army Executive Certified Coach, PDSI A5B, must continue to demonstrate professional excellence, integrity, good judgment, and exhibit outstanding ability to support the Army Coaching Program.
- (2) Experience: A minimum of 500 hours of coaching experience with at least 25 different leaders. At least 50 of these hours must occur within the 24 months as certified through the International Coaching Federation at the Professional Certified Coach level.
- (3) Testing: Completion of the Coach Knowledge Assessments as required by the ICF certification

A6B - Army Master Coach PDSI qualifications.

- (1) Training: All Soldiers must successfully complete a prescribed <u>200 hours</u> of coach-specific training through an Accredited Coach Training Program (ACTP) and receive certification through the International Coaching Federation (ICF) at the Master Certified Coach Level. Soldiers classified in Army Master Certified Coach, PDSI A6B must continue to demonstrate professional excellence, integrity, good judgment, and exhibit outstanding ability to support the Army Coaching Program.
- (2) Experience: At least 10 hours of Mentor Coaching over a minimum of three months A minimum of <u>2500 hours</u> of coaching experience with at least 35 different leaders as certified by the International Coaching Federation at the Master Certified Coach level. Holds or previously held an Army Executive Certified Coach Credential.
- (3) Testing. Completion of the Coach Knowledge Assessments as required by the ICF certification.

Coach Skill Identifier Application Flow



Soldier

Completes all requirements and submits to ICF for Credentialing

or for A3B

Completes coaching program requirements with 80-hour Certificate

SOLDIER RESPONSIBILITY

Soldier

wants to get PDSI into their records

Soldier

emails the ACP the required documents

usarmy.pentagon.hqda-dcs-g-1.mbx.army-coachingprogram@mail.mil

DOCUMENTS REQUIRED

DA Form 4187
-ANDProgram
Completion
Certificate (A3B)
-ORICF Credential

ACP RESPONSIBILITY

ACP

- Validate ICF Credential or Certification
- Generate qualification memo

ACP

 Email signed memo to Soldier with supporting document (Cred / Cert)

Soldier

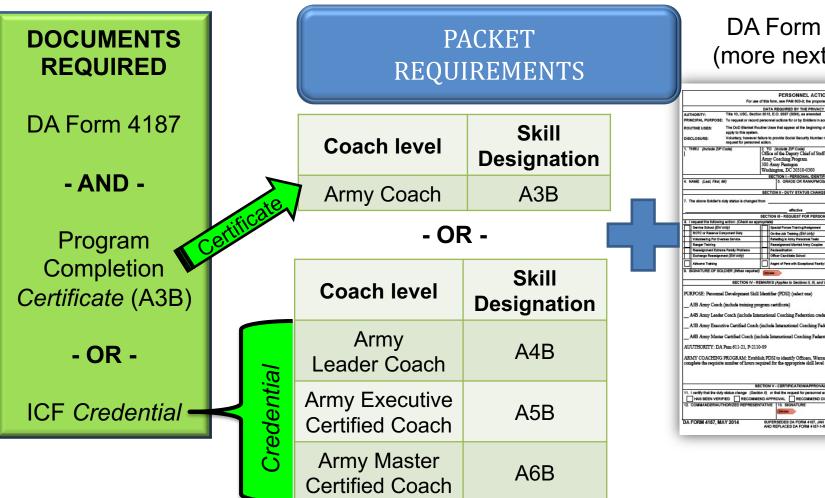
Presents the ACP memo and the ICF Credential or Certificate to unit S1 for input into IPERMS and records update with designation

Coach Skill Identifier Application



One application process two types of applicants

- 1. Army Coach (A3B) or
- 2. All others



DA Form 4187 (more next page)

		_	PERSONNEL ACTION	_					
	For use	of thi	s form, see PAM 600-8; the proponent agency	is DC	8, 0-1.				
	120000000000000000000000000000000000000	04	ATA REQUIRED BY THE PRIVACY ACT OF	974					
ORITY:	Tille 10, USC, Section		13, E.O. 9397 (SSN), as amended						
	AL PURPOSE: To request or record personnel actions for or by Soldiers in accordance with DA PAM 650-8.								
NE USES:	USES: The DoD Blanket Routine Uses that appear at the beginning of the Army's compilation of systems of records may								
osure:	apply to this system. Voluntary, however fr	where	to provide Social Security Number may result	inad	elay or e	ror in processing the			
	request for personne	l acti	an.						
HRU (Include ZIP Code)			2. TO (include ZIP Code)		ROM (And	sude ZIP Code)			
		Office of the Deputy Chief of Staff G-1 Army Coaching Program							
			Army Pentagon shington, DC 20310-0300						
		WZ							
AE (Last First M	40	_	5. GRADE OR RANKEMOS/ACC	_	_	6. SOCIAL SECURITY NUMBER			
ME (LOS) PESC M	10		5. GRADE OR RANKIPMOSIACC			6. GOUNT SECURITY NUMBER			
		85	CTION II - DUTY STATUS CHANGE (AR 60)	8.40		1			
				~//		75576			
above Soldier's di	uty status is changed t	tan	<u></u>			to to			
			effective to						
				ura, _					
			TION III - REQUEST FOR PERSONNEL ACT	NON					
	action: (Check so app	хорг							
iervice School (Etri c		₩.	Special Forces Training/Assignment	╨		ration Card			
OTC or Reserve Con		₩.	On-the-Job Training (Ent only)	╨		ration Tage			
dunkening For Overs	ses Service	₩.	Retesting in Army Personnel Tests	╨		te Rations			
tanger Training	V277471	Ш	Ressignment Married Army Couples	1	Leave	Excess/Advance/Outside CONUS			
essignment Edvers		П	Reclassification	┰		of Name/SSNIDOB			
oxhange Reassignme	ent (Enfonty)	I	Officer Candidate School		Other (Specify)			
Attorne Training		ऻ	Asgnit of Pers with Exceptional Family Members	٦٣	l neer	Coach Skill Identifier			
		ᆣ	mg. a real and an expense range management						
NATURE OF SOL	DIER (When required)	· 🕞	PHANE	10.	DATE	YYYYMMOO)			
						-16			
	SECTION IV - R	EMA.	RKS (Applies to Sections II, III, and V) (Conti-	ne ce	apperate	aneen			
	D		of more ()						
OSE: Personnal	Development Skill	lidet	nifier (PDSI) (select one)						
	(meaning against his	Secure	ii ceriiiicaw)						
B Armry Coach (my	ional Coaching Federation credential)						
	Coach (include Inte								
	Coach (include Inte								
B Army Leader			lude International Coaching Federation c	reden	(lsit				
B Army Leader			lude International Coaching Federation o	reden	tial)				
B Army Leader	ive Certified Coach	(incl	lude International Coaching Federation of						
B Army Leader B Army Executi B Army Master	ive Certified Coach Certified Coach (in	(incl							
B Army Leader B Army Executi B Army Master	ive Certified Coach	(incl							
B Army Leader B Army Executi B Army Master THORITY: DA I	ive Certified Coach Certified Coach (in Penn 611-21, P-211)	(inci iclud 0-09	a International Coaching Federation cred	ential)				
B Army Leader B Army Executi B Army Master IHORITY: DA I	ive Cartified Coach Cartified Coach (in Pam 611-21, P-211) PROGRAM: Establ	(incl iclud 0-09 lish F	a International Coaching Federation cred	ential)	ad Soldiers who successfully			
B Army Leader B Army Executi B Army Master THORITY: DA I	ive Cartified Coach Cartified Coach (in Pam 611-21, P-211) PROGRAM: Establ	(incl iclud 0-09 lish F	a International Coaching Federation cred	ential)	ed Soldiers who successfully			
B Army Leader B Army Executi B Army Master IHORITY: DA I	ive Cartified Coach Cartified Coach (in Pam 611-21, P-211) PROGRAM: Establ	(incl iclud 0-09 lish F	a International Coaching Federation cred	ential)	ad Soldiers who nuccessfully			
B Army Leader B Army Executi B Army Master THORITY: DA 1 Y COACHING 1	ive Cartified Coach Cartified Coach (in Pam 611-21, P-211) PROGRAM: Establ	(incl iclud 0-09 lish F	a International Coaching Federation cred	ential)	ad Soldiers who successfully			
B Army Leader B Army Executi B Army Master IHORITY: DA I	ive Cartified Coach Cartified Coach (in Pam 611-21, P-211) PROGRAM: Establ	(incl iclud 0-09 lish F	a International Coaching Federation cred	ential)	ad Soldiers who successfully			
B Army Leader B Army Executi B Army Master IHORITY: DA I	rive Cartified Coach (in Cartified Coach (in Pam 611-21, P-211) PROGRAM: Establ mumber of hours re	(inci clud 0-09 lish I quin	a International Coaching Federation cred	ential	d Enlist	ad Soldiers who successfully			
B Army Leader B Army Executi B Army Master THORITY: DA I Y COACHING I	ive Cartified Coach Certified Coach (in Pam 611-21, P-211(PROGRAM: Establ mumber of hours re	(inci clud 0-09 lish F quin	e International Conching Federation cred PDSI to identify Officers, Warrant Office d for the appropriate shall level of Conch NV-CERTIFICATIONAPPROVALIDISAPP	rs, an	d Enlist	•			
B Army Leader B Army Executi B Army Master THORITY: DA I TY COACHING I lete the requisite	re Cartified Coach Cartified Coach (in Pam 611-21, P-211(PROGRAM: Establ mumber of hours re	(incided)	International Coaching Federation cred PDSI to identify Officers, Warrant Office ald for the appropriate skill level of Coach NV-CERTIFICATIONAPPROVALUESAPP or that the request to personnel action. (See	rs, and	d Enliste	ined tensin -			
SB Army Execution SB Army Master THORITY: DA I TY COACHING I lists the requisits coeffy that the day MAS BEEN VERIFI	ive Cartified Coach (in Pem 611-21, P-211) PROGRAM: Estable member of hours re status charge (Section RECOMME	(included of the control of the cont	International Conclaims Federation cred PDSI to identify Officers, Warnest Officer and for the appropriate skill level of Concl IN V - CERTIFICATIONALPPROVALIDISARY or that the request for personnel existen. (8)	rs, and	d Enliste	ined tensin - PROVED IS DISAPPROVED			
B Army Leader B Army Executi B Army Master THORITY: DA I TY COACHING I lete the requirite	ive Cartified Coach (in Pem 611-21, P-211) PROGRAM: Estable member of hours re status charge (Section RECOMME	(included of the control of the cont	International Coaching Federation cred PDSI to identify Officers, Warrant Office ald for the appropriate skill level of Coach NV-CERTIFICATIONAPPROVALUESAPP or that the request to personnel action. (See	rs, and	d Enliste	ined tensin -			
B Army Leader B Army Executi B Army Master THORITY: DA I TY COACHING I lete the requirite	ive Cartified Coach (in Pem 611-21, P-211) PROGRAM: Estable member of hours re status charge (Section RECOMME	(included of the control of the cont	International Conclaims Federation cred PDSI to identify Officers, Warnest Officer and for the appropriate skill level of Concl IN V - CERTIFICATIONALPPROVALIDISARY or that the request for personnel existen. (8)	rs, and	d Enliste	ined tensin - PROVED IS DISAPPROVED			
B Army Leader B Army Executi B Army Master THORITY: DA I TY COACHING I lete the requirite	ive Cartified Coach. Cartified Coach (in Pam 611-21, P-211) PROGRAM: Establ member of hours re Set status change (Sect LED RECOMME HOROZED REPRESEN	(inci clud 0-09 lish I quin	International Conclaims Federation cred PDSI to identify Officers, Warnest Officer and for the appropriate skill level of Concl IN V - CERTIFICATIONALPPROVALIDISARY or that the request for personnel existen. (8)	rs, and	d Enliste	ined tensin - PROVED IS DISAPPROVED			

Coach Skill Identifier Application



DA Form 4187

PERSONNEL ACTION									
For use of this form, see PAM 600-8; the proporent agency is DC8, G-1.									
DATA REQUIRED BY THE PRIVACY ACT OF 1974									
AUTHORITY: Title 10, USC, Section 3013, E.O. 9397 (SSN), as amended									
PRINCIPAL PURPOS									
ROUTINE USES:									
Voluntary, however failure to provide Social Security Number may result in a delay or error in processing the request for personnel action.									
		2. TO (include 2DF Code) Office of the Deputy Chief of Staff G-1 Army Coaching Program 300 Army Pentagon Washington, DC 20310-0300			ROM Øne	Sude ZNP Code)			
			SECTION I - PERSONAL IDENTIFICATION						
4. NAME (Last First	MO		5. GRADE OR RANK/PMOS/ACC			6. SOCIAL SECURITY NUMBER			
		SE	CTION II - DUTY STATUS CHANGE (AR 600	8-61		1			
T The shows Saldied									
7. The above sought	s duty status is changed fr	am							
				ura,					
			TION III - REQUEST FOR PERSONNEL ACT	NON					
	ing action: (Check se app	годеля			11	cation Card			
ROTC or Reserve		ш	Special Forces Training/Assignment			cation Card			
Volunteering For O		н	On-the-Job Training (Enri catly) Retesting in Army Personnel Tests			te Rations			
Ranger Training	verses service	-	Reassignment Married Army Couples	-11		- Excess/Advance/Outside CONUS			
	ame Family Problems	Н	Reclassification	-11-	Change of Name/SSNIDOB				
Exchange Resesig		1	Officer Candidate School						
Airborne Thaining		-	Asgmit of Pers with Exceptional Family Members						
			Angels of Personal European Party State Date		PLXSI	Coach Skill Identifier			
PURPOSE: Personnel Development Skill Identifier (PDSI) (select one)									
A3B Army Coach (include training program certificate)									
A4B Army La									
A5B Army Ex	A4B Army Leader Coach (include International Coaching Federation credential)								
A6B Army M									
AUUTHORITY:	A5B Army Executive Certified Coach (include International Coaching Federation credential)								
ARMY COACHI complete the requ									
1 to contry that the	AUUTHORITY: DA Pam 611-21, P-2110-09								
12. COMMANDER	APMY COACHING PROCEAM: Establish PDSI to identify Officers, Warrant Officers, and Enlisted Soldiers who successfully								
DA FORM 418Y	ACA SILIA	-	INTERPRETARION PROPERTY AND ADDRESS OF THE PARTY.						

Coach Skill Identifier Application



Please send any questions to:

<u>usarmy.pentagon.hqda-dcs-g-1.mbx.army-coaching-program@mail.mil</u>