



TALENT
MANAGEMENT

**Army Talent
Management**

**Army Coaching
Program (ACP)**

**PDSI Application
Process**



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 UNCLASSIFIED ***MCC credentialed

A3B - Army Coach qualifications.

(1) Training: All Soldiers must successfully complete a prescribed 80 hours 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 80 hours 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.

A5B - Army Executive Certified Coach qualifications.

(1) Training: All Soldiers must successfully complete a prescribed 125 hours 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 200 hours 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 2500 hours 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 RESPONSIBILITY

Soldier

Completes all requirements and submits to ICF for Credentialing

or for A3B

Completes coaching program requirements with 80-hour Certificate

Soldier wants to get PDSI into their records

Soldier

emails the ACP the required documents

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

DOCUMENTS REQUIRED

DA Form 4187
-AND-
Program Completion Certificate (A3B)
-OR-
ICF 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

DOCUMENTS REQUIRED

DA Form 4187

- AND -

Program Completion Certificate (A3B)

- OR -

ICF Credential



PACKET REQUIREMENTS

Coach level	Skill Designation
Army Coach	A3B

- OR -

Coach level	Skill Designation
Army Leader Coach	A4B
Army Executive Certified Coach	A5B
Army Master Certified Coach	A6B

DA Form 4187
(more next page)

Coach Skill Identifier Application



DA Form 4187

PERSONNEL ACTION			
For use of this form, see PAM 600-3; the proponent agency is DCS, G-1.			
DATA REQUIRED BY THE PRIVACY ACT OF 1974			
AUTHORITY: Title 10, USC, Section 3013, E.O. 9397 (SSN), as amended		PRINCIPAL PURPOSE: To request or record personnel actions for or by Soldiers in accordance with DA PAM 600-3.	
ROUTINE USES: The DoD Blanket Routine Uses that appear at the beginning of the Army's completion of systems of records may apply to this system.		DISCLOSURE: Voluntary; however failure to provide Social Security Number may result in a delay or error in processing the request for personnel action.	
1. THRU (include ZIP Code) 1	2. TO (include ZIP Code) Office of the Deputy Chief of Staff G-1 Army Coaching Program 300 Army Pentagon Washington, DC 20310-0300	3. FROM (include ZIP Code)	
SECTION I - PERSONAL IDENTIFICATION			
4. NAME (Last, First, M) 	5. GRADE OR RANK/PNMO5A/C 	6. SOCIAL SECURITY NUMBER 	
SECTION II - DUTY STATUS CHANGE (AR 600-9-5)			
7. The above Soldier's duty status is changed from _____ to _____ effective _____ hours, _____			
SECTION III - REQUEST FOR PERSONNEL ACTION			
8. I request the following action: (Check as appropriate)			
<input type="checkbox"/>	Service School (Enl only)	<input type="checkbox"/>	Special Forces Training/Assignment
<input type="checkbox"/>	ROTC or Reserve Component Duty	<input type="checkbox"/>	On-the-Job Training (Enl only)
<input type="checkbox"/>	Volunteering For Overseas Service	<input type="checkbox"/>	Retesting in Army Personnel Tests
<input type="checkbox"/>	Ranger Training	<input type="checkbox"/>	Reassignment Married Army Couples
<input type="checkbox"/>	Reassignment Extreme Family Problems	<input type="checkbox"/>	Reclassification
<input type="checkbox"/>	Exchange Reassignment (Enl only)	<input type="checkbox"/>	Officer Candidate School
<input type="checkbox"/>	Airborne Training	<input type="checkbox"/>	Agent of Pers with Exceptional Family Members
<input type="checkbox"/>		<input checked="" type="checkbox"/>	PDSI Coach Skill Identifier
9. SIGNATURE: _____			
PURPOSE: Personnel Development Skill Identifier (PDSI) (select one)			
<input type="checkbox"/> A3B Army Coach (include training program certificate) <input type="checkbox"/> A4B Army Leader Coach (include International Coaching Federation credential) <input type="checkbox"/> A5B Army Executive Certified Coach (include International Coaching Federation credential) <input type="checkbox"/> A6B Army Master Certified Coach (include International Coaching Federation credential)			
AUAUTHORITY: DA Pam 611-21, P-2110-09			
ARMY COACHING PROGRAM: Establish PDSI to identify Officers, Warrant Officers, and Enlisted Soldiers who successfully complete the requisite number of hours required for the appropriate skill level of Coach.			
11. I certify that the _____ HAS BEEN V _____			
12. COMMANDER: _____			

Please send any questions to:

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