

Available routes

Award and Certificate

Who are these qualifications for?

These qualifications meet the evolving needs of learners, employers and training providers. They are designed for:

- Team leaders and first-line managers.
- Professionals with additional coaching or mentoring responsibilities seeking further development or progression.
- Learners balancing work and study with flexible routes to achievement.

Progression opportunities

Successful learners can progress to a range of qualifications including:

- Level 5 Professional Coaching and Mentoring qualifications.
- Level 4 and 5 Leadership and Management qualifications.



Benefits for learners

Build knowledge and skills and support career progression

- Choose Award or Certificate routes to fit goals.
- Flexible assessment approach through real-world experience.
- Apply knowledge and skills immediately in the workplace – learn today, coach or mentor tomorrow.



Benefits for employers

Develop confident coaches and mentors who can motivate, empower and enable personal transformation

- Supports organisational priorities: wellbeing, problem-solving and professional practice.
- Straightforward programmes designed to fit around operational needs.
- Ability to immediately apply learning in the workplace improves confidence and retention.
- Demonstrable return on investment as employees can quickly apply the knowledge gained to their everyday work.
- Futureproof the workforce with inclusive leadership development.



Benefits for providers

Expand your offer and simplify delivery

- Choice of delivery options: classroom, blended or workplace.
- Flexible assessment format, tailored to your learner's journey and needs.
- Future-ready content aligned with employer priorities.
- Access to qualification handbook, assignment pack and supporting guidance for smooth onboarding and delivery.

Award – key qualification information

Qualification title	Qualification number	GLH *	Total qual time	Structure
Level 3 Award in Coaching and Mentoring	8687-11	24	99	Learners must complete all three mandatory units

*Guided learning hours

Award – overview of units

Unit number	Unit title	GLH *	Credit value
300	Principles of coaching and mentoring	16	3
301	Coaching and mentoring practice	4	4
303	Reviewing to improve own coaching or mentoring practice	4	3

Certificate – key qualification information

Qualification title	Qualification number	GLH *	Total qual time	Structure
Level 3 Certificate in Coaching and Mentoring	8687-21	30	125	Learners must complete all three mandatory units

*Guided learning hours

Certificate – overview of units

Unit number	Unit title	GLH *	Credit value
300	Principles of coaching and mentoring	16	3
302	Coaching and mentoring extended practice	10	6
303	Reviewing to improve own coaching or mentoring practice	4	3

Contact ILM

The ILM Customer Service Team is dedicated to providing the very best in customer care. If you need guidance on any aspect of leadership and management development, whether at an individual or organisational level, contact ILM.

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Institute of Leadership membership

All ILM learners receive a minimum of 12 months membership to the Institute of Leadership, bringing access to a wealth of resources to support their leadership development.

Our ethos

Our qualifications combine innovative design with a strong focus on workplace performance. We believe this delivers well-rounded managers with a proven ability to perform to the required standards.

