

# IANLP International Association for NLP

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## Guidelines for

## Offering Multiple Certifications within the same Training

### Competence Orientation in modern Adult Continuing Education

It is a key concept of adult education that acquired competencies are being certified regardless of how they were acquired. For illustrative purposes, the following will exemplify this concept:

*My nephew is currently serving in the Swiss military. Upon completion of his service he will have earned an appropriate military rank – let's say 'Lieutenant'. Within his training, he will also have acquired a wide range of additional skills. e.g. master chef (cook), first aid instructor and also obtain a driver license. All these acquired competencies will be documented by officially recognized Swiss bodies issuing the respective licenses or certificates. Obviously these certificates and licenses will be recognized after he terminates his military service.*

Hence, although he has attended the training 'Lieutenant of the Swiss Military', he receives additional other fully recognized certificates or licenses as well.

Therefore, when issuing multiple certificates for the same period of training, the challenge lays not necessarily in the fact that multiple certificates are being issued as part of a given training. The problem arises if the certificates are issued a way that an external party is unable to discern that all the certificates actually refer to the identical training period (days, hours).

When assessing and evaluating the entire educational history time of a person, this could then result in the various certificates being added up as independent trainings. Suddenly, by separately listing additional certificates obtained within the 130 hours of a NLP training, the number of hours spent in training could be inflated to represent 3-400 hours of training time – which obviously isn't the case.

It goes without saying that without clarifying the issue this would be in violation of our Code of Ethics:

- "No statement or claim shall be made that gives false information about their services" and/or
- "Members IANLP shall make only such statements and claims in representing their services that are true and accurate to the best of their knowledge and belief." and/or
- "Members IANLP shall ensure that all programs are clearly and accurately described as to organizational structure (cost, training days, total duration of training in days and hours)" and/or
- "Members IANLP shall conduct themselves at all times in their interaction with others in a manner that brings respect and honor to the IANLP [...] and the NLP."

## Guidelines for issuing multiple certificates for Competencies acquired within the same Training

In order for third parties to easily discern that multiple certificates are actually different confirmations of competencies that were achieved within the same training period, a clear presentation (wording) is required.

The following guidelines apply so that competencies acquired within the same training time are clearly stated as such:

- 1 Certificates must be issued in such a way that adding-up of posted training times is prevented.
- 2 Often this will be done by one of the certificates (NLP Practitioner IANLP) indicating the total training time. All additional certificates contain a clarifying statement: "*This training was part of a [NLP Practitioner IANLP] training.*".
- 3 Any other wording that helps clarify the issue, of course, is also acceptable.

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