



NBHWC Program Approval Published Standards 2025 UPDATES

Current 2022 Standards

2025 Updated Standards

Part 1: Instructional Hours

Your program includes a minimum of 75 instructional hours of training and education covering the HWC Certifying Examination Content Outline (60 minutes = 1 instructional hour).

Your program includes a minimum of 75 instructional hours of training and education **covering all competencies outlined in** the HWC Certifying Examination Content Outline **(1 instructional hour is defined as 60 minutes without a break).**

From the required 75 instructional hours, 60 of them come from content areas 1, 2, and 4, with at least 40 of them being delivered synchronously.

From the required 75 instructional hours, 60 **hours** come from content areas 1, 2, and 4, with at least 40 **hours** being delivered synchronously.

From the required 75 instructional hours, 15 of them come from content area 3 (through synchronous or asynchronous formats).

From the required 75 instructional hours, 15 **hours** come from content area 3 **in either synchronous or asynchronous format.**

Part 2: Practical Skill Development

As part of the required 75 instructional hours, each student demonstrates to appropriate faculty at least 3 complete practice coaching sessions of at least 20 minutes in duration.

As part of the required 75 instructional hours, each student demonstrates to appropriate **program** faculty at least 3 complete practice coaching sessions of at least **30** minutes in duration.

As part of the required 75 instructional hours, appropriate program faculty provide at least 20 minutes of synchronous, post-session feedback for

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each of at least 3 student practice coaching sessions, totaling a minimum of 60 minutes of synchronous post-session feedback for each student.

As part of the required 75 instructional hours, your program requires at least 1 practical skills assessment that results in a pass/fail grade and is based upon the NBHWC practical skills guidelines.

each of at least 3 student practice coaching sessions, totaling a minimum of 60 minutes of synchronous post-session feedback for each student.

As part of the required 75 instructional hours, your program administers at least 1 Practical Skills Assessment (PSA) that measurably demonstrates a student's practical skills in alignment with the NBHWC practical skills guidelines; the PSA must be a scorable assessment tool outlining explicit observables of proficient skills.

As part of the required 75 instructional hours, your program's Practical Skills Assessment (PSA) reflects a student's final assessment of practical skills, occurring after the completion of 80% of the program and resulting in a pass/fail grade in practical skills.

Part 3: Faculty Standards

Content Areas 1, 2 & 4: Coaching Structure, Process, and Ethics/Legal Considerations

A minimum of 48 hours of the required 60 instructional hours are delivered by faculty that have earned the NBC-HWC designation.

A minimum of 48 hours of the required 60 instructional hours are delivered by faculty with at least 200 hours of coaching practice.

A minimum of 15 hours of the required 60 instructional hours are delivered by faculty with a minimum of a master's degree in a health and wellness-related field, or a bachelor's degree plus a state license or national registration in a nationally recognized health and wellness-related field.

A minimum of 48 hours of the required 60 instructional hours are delivered by faculty that have earned the NBC-HWC designation.*

A minimum of 48 hours of the required 60 instructional hours are delivered by faculty with at least 200 hours of coaching practice.*

A minimum of 15 hours of the required 60 instructional hours are delivered by faculty with a minimum of a master's degree in a health and wellness-related field, or a bachelor's degree plus a state license or national registration in a nationally recognized health and wellness-related field.*

In lieu of a master's degree in a health and wellness-related field, or a bachelor's degree plus a state license or national registration in a nationally recognized health and wellness-related field, faculty who meet the conditions of equivalent experience may deliver the instructional hours as outlined.**

Content Area 3: Health and Wellness

A minimum of 12 hours of the required 15 instructional hours are delivered by faculty with a minimum of a master's degree in a health and wellness-related field, or a bachelor's degree plus a license/registration in a nationally recognized health and wellness-related field.

A minimum of 12 hours of the required 15 instructional hours are delivered by faculty with a minimum of a master's degree in a health and wellness-related field, or a bachelor's degree plus **a state license or national registration** in a nationally recognized health and wellness-related field.*

*Team teaching is permitted; however, the delivery of instructional hours by appropriate faculty as outlined must still be demonstrated and met in the above standards.

**The following equivalent experience will be considered in lieu of a master's degree in a health and wellness-related field, or a bachelor's degree plus a state license or registration in a nationally recognized health and wellness-related field for instruction in content areas 1, 2 & 4:

- A current and active NBC-HWC credential, **plus** achievement in at least **two** of the eligible requirements:
- A master's degree in a field related to course development or facilitation such as adult learning, instructional design, or education

- Authorship of textbook which has contributed to the development of the field and the NBHWC standards and processes
- Identification and participation as a Subject Matter Expert (SME) for NBHWC and NBHWC related projects, including competency development
- A minimum of 2,500 hours of coaching experience (not education or counseling)
- Served a key role, such as Program Director or Lead Content Developer, in the development of the curriculum for a currently NBHWC Approved Training & Education Program