

TRAINER ACCREDITATION STANDARDS



Trainer Accreditation Process Overview

The Trainer Accreditation process is designed to assess the competencies required to become an EMDRAA accredited EMDR trainer. Applicants are required to provide a range of evidence to evaluate these competencies.

The process requires the successful completion of three stages:



Stage 1: Eligibility to Apply

Before commencing the accreditation process, applicants must ensure they have checked all requirements for trainer accreditation, as described in this document, to ensure their eligibility to apply. Please contact EMDRAA at accred@emdraa.org if you have any questions regarding your eligibility before proceeding with your application.

Stage 2: Relevant Skills & Experience

Applicants are asked to provide information and evidence of their experience in both teaching and clinical domains.

Stage 3: Presentation Assessment

After confirming the relevant experience, applicants must demonstrate their presentation skills through a series of pre-recorded and live demonstrations.

When competency has been achieved for all stages, the applicant will be verified as an EMDRAA Accredited Trainer.

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Standards

1. Registration/Professional Membership

The applicant must provide evidence of:

- 1.1 Professional membership/registration as appropriate for their discipline as per the EMDRAA Full Membership Eligibility Criteria
- 1.2 Currency of this registration/membership
- 1.3 Restrictions on professional practice or any current active complaints.

2. Application standards

- 2.1 All applicants must submit the required application documents completed clearly and in full.
- 2.2 The application fee must be paid at the time of submission.
- 2.3 Where the application does not demonstrate the required standards, the applicant will be provided feedback from the reviewers and may resubmit the required information on one (1) occasion only. If the second submission fails to meet the required standard, the applicant must wait 12 months before reapplying and paying a further application fee.

3. Clinical Experience

- 3.1 The applicant must provide evidence of at least three (3) years post-accreditation experience as an EMDR Consultant, demonstrating clinical practice experience. This will include evidence of having treated acute and complex trauma and chronic complex presentations. A written statement from an accredited consultant must support this.

To demonstrate clinical abilities, the applicant must provide recordings of EMDR practice. The recordings must be to the standard of an EMDR seminar teaching recording and must demonstrate an understanding of and ability to practice the EMDR protocol at the level that would be expected of a trainer:

- 3.1.1 One (1) complete EMDR therapy session demonstrating Phases 3 to 8. The recording must be submitted with a completed Fidelity Checklist (Cooper et al., 2019) with a minimum average rating of 1.6/2.0 for each phase. An accredited consultant must conduct this fidelity assessment. This recording must be of a recent session,

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which takes place less than 12 months before the date of the application, and

3.1.2 One (1) demonstration of the applicant's ability to use a Cognitive Interweave or Blocked processing appropriately (this recording may be short).

3.2 To assess the applicant's ability to oversee and facilitate training practicum exercises, evidence is required of either:

3.2.1 Involvement in at least two (2) complete training courses (or a higher number), which include all parts, demonstrating the applicant is a competent facilitator. The applicant must be assessed to have successfully facilitated small group live practice and practical exercises. An accredited trainer must provide written confirmation of this.

or

3.2.2 Demonstrate facilitation in group consultation or other training sessions, including live practice and practical experiences. A recorded confirmation of one (1) session is required for this option.

4. Professional Standing

Applicants must provide professional references from colleagues or peers that confirm the following:

4.1 confirmation that they engage in at least 40% of professional time in clinical practice, including clinical supervision, and

4.2 They demonstrate sufficient standing within the clinical and trauma field, supported by evidence such as clinical references, relevant publications, or a recognised professional reputation.

5. Teaching and Training Experience

All applicants must provide two (2) professional references regarding teaching experience from colleagues or peers.

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- 5.1** Applicants must provide evidence of general teaching/training experience. Evidence may include:
- 5.1.1** a statement from a teaching/training institution or organisation confirming delivery of group teaching.
 - 5.1.2** a list of workshops the applicant has delivered over the last two years.
 - 5.1.3** evidence of teaching/training qualifications.
- 5.2** Applicants must provide comprehensive evidence to support their experience.

6. Assessment of Training and Presentation Skills

Applicants' training and presentation skills will be assessed through recordings and *in-vivo* (live) demonstrations.

Applicants must demonstrate at least four (4) examples of undertaking training presentations. Three (3) of these presentations must be recorded and submitted with the application, and one (1) will be demonstrated by the *in vivo* presentation, which is assessed by an EMDRAA review panel.

- 6.1** Applicants must provide evidence demonstrating their capacity to teach sections of an approved EMDRAA training course by submitting recordings.
- 6.2** All the following elements must be demonstrated in the assessed presentations:
- 6.2.1** Two (2) presentations are to exhibit teaching aspects of the eight-phase protocol – one of these will be recorded, and one will be presented *in vivo*.
 - 6.2.2** One (1) presentation is to include teaching the Cognitive Interweave or Blocked Processing.
 - 6.2.3** One (1) presentation is to include teaching the Adaptive Information Processing model or outlining current EMDR-related research.

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Note: At least one (1) of the recorded presentations must be a complete, unedited recording, which must include answering questions from the audience; this recording must demonstrate that presentation and teaching skills meet the highest professional standards

The submitted recordings must detail which recordings contain which elements.

Please note that applicants cannot submit multiple videos for each requirement – only submit one video that does not exceed 30 minutes addressing each requirement.

- 6.3** If the criteria have not been met, the applicant may be required to resubmit this element of the application and pay a resubmission fee.
- 6.4** Should a presentation not meet the required standard, the applicant will receive feedback and be eligible to resubmit the recording(s) within three (3) months.
- 6.5** If an applicant fails a second submission recorded assessment, a minimum of 12 months is required before a further application can be submitted.

7. Guidelines for Recordings:

- 7.1** All recordings must include clear audio and visual content in a digital format.
- 7.2** Before submitting recordings, the applicant must ensure they have reviewed them on the following criteria:
 - 7.2.1 Quality:** Audio and visuals are clear, including both therapist and client in the frame.
 - 7.2.2 Recency:** Demonstrates applicant's recent practice - not older than 12 months.
 - 7.2.3 Excellence:** Recording is an exemplar of best practice, demonstrating the level of proficiency required to train others in EMDR therapy.

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- 7.3** The videos are submitted unedited, demonstrating the applicant's ability to teach skills in real-time.

The applicant may be asked to resubmit videos if they do not adequately address the standard or these guidelines.

8. Assessment: in vivo

- 8.1** Upon successful review of the submitted recordings and meeting all other criteria outlined above, the applicant will be invited to participate in the final *in vivo* presentation task.
- 8.1.1** The *in vivo* presentation is designed to further assess the applicants live presentation skills and ability to respond to questions from trainees on the spot.
- 8.1.2** During the *in vivo*, the applicant will be provided 20 minutes to present and 10 minutes to respond to questions from the review panel.
- 8.1.3** The review panel will rate the presentation and respond to questions on a Presentation Evaluation Form.
- 8.2** An EMDRAA-approved review panel will be convened to undertake the review.
- 8.2.1** The review panel will consist of four (4) EMDRAA members: EMDRAA Accreditation & Standards Committee members, EMDRAA Accredited Consultants and Full Members.
- 8.3** Applicants will be assessed on their ability to present the material in a clear and informative manner that adheres to Shapiro's latest edition of her text "EMDR: Principles, Procedures and Protocols", which includes:
- 8.3.1** engage effectively with the audience, and
- 8.3.2** answer questions from the audience appropriately, and
- 8.3.3** demonstrates the ability to manage group processes.
- 8.4** The *in vivo* presentation will assess whether the applicant has met these criteria. This is designed to replicate a common training experience.

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- 8.5** The *in vivo* reviewer's assessment ratings will be averaged at the end of the presentation. A score of 3 out of 5 for each criterion is required to pass the presentation
- 8.6** If the criteria have not been met, the applicant may be required to re-sit this element of the application and pay a resubmission fee.
- 8.7** Should a presentation not meet the required standard, the applicant will receive feedback and be eligible to present again within three (3) months.
- 8.8** If an applicant fails a second presentation, a minimum of 12 months is required before a further application can be submitted.

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