



Alternatives to Violence Project (AVP) California
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AVP/California Guidelines for AVP Facilitator Qualification

To assure the presence in California AVP programs of a consistent and high level of skill, ethics and standards, these qualifications are introduced:

APPRENTICE FACILITATOR: has successfully completed the Basic, Second Level (Advanced) and Training for Facilitators (T4T) workshops (might complete the Advanced after the T4T)

FACILITATOR—Certified

- a) meets the requirements for Apprentice Facilitator above
- b) has apprenticed in at least three workshops
- c) has been approved after consultation among the Team Coordinators with whom they apprenticed*

TEAM COORDINATOR—Basic

- a) meets the requirement for Facilitator above
- b) has facilitated (as a certified Facilitator) at least five workshops, including at least two Basics
- c) has been acting (apprentice) Team Coordinator on the team of three Basic workshops with three different Team Coordinators not all of the same gender
- d) has been approved by the Team Coordinators with whom they apprenticed*

TEAM COORDINATOR—Advanced and Training for Facilitators (T4F)

Once a facilitator has become a Team Coordinator, it expected that the decision to take on the next level will rest upon that individual's good judgment.

Exceptions can be made on an individual basis.

See notes for "Team Coordinator Facilitators" in *Basic Manual*, C-9 and 10

*Approval process: The Team Coordinators with whom an individual has apprenticed at any particular step will consult among themselves and reach a decision by consensus. Incarcerated Team Coordinators are to be included in this process. Team Coordinators should save the AVP/CA Facilitator/Workshop Guidance and Evaluation form from each post-workshop debrief of the apprentice, as a memory aid in this eventual consultation.

6/6/2011