



Alternatives to Violence Project (AVP) California
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AVP/California Guidelines for AVP Facilitator Qualifications Including Virtual AVP Workshops

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 (T4F) workshops (might complete the Advanced after the T4F, if necessary)

FACILITATOR-Certified

1. Meets the requirements for Apprentice Facilitator above.
2. Has apprenticed in at least three workshops. If all above workshops have been virtual, at least one must be an in-person workshop with an experienced Team Coordinator
3. Has been approved after consultation among the Team Coordinators with whom they have apprenticed*

TEAM COORDINATOR-Basic

1. Meets the requirements for Facilitator above.
2. Has facilitated (as a certified Facilitator) at least five workshops, including at least two Basic workshops.
3. Has been an apprentice Team Coordinator on the team of three Basic workshops with three different mentor Team Coordinators not all of the same gender. If all these workshops have been virtual, at least one workshop as apprentice Team Coordinator with a mentor will be an in-person workshop
4. 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 is expected that the decisions to take on the next level will rest upon that individual's good judgement.

Exceptions can be made on an individual basis.

See Notes for "Lead" Facilitators in *Basic Manual*, C-9 and 10

*Approval process: The Team Coordinators with whom an individual has apprenticed 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 Evaluation form from each post-workshop debrief of the apprentice, as a memory aid in this eventual consultation. Revised 4/20/2021

