



International Mediation Institute

PROFESSIONAL MEDIATION WORLDWIDE

Promoting Consensus and Access to Justice

www.IMImediation.org

Mediation Foundation of Ireland

Qualifying Assessment Program

About the Organisation

Organisation's full legal name	Mediation Foundation of Ireland Limited
Year formed, and under which jurisdiction	2010 Ireland
Organisation's contact details	MFI, Annamoe Lodge, Glendalough, Co. Wicklow, www.mfi.ie , tonyb@mfi.ie , 00-353-87-979-9627
Application type	QAP – Qualifying Assessment Program for the Certification of Mediators
Submission type	New QAP/MAQAP application
Feedback Digest support	Yes
Locations and Languages	Initially Ireland in English. We will accept candidates from the UK, Belgium, Netherlands, Spain, Italy, South Africa, Nigeria, USA, Canada, Virgin Islands provided that they have fluent English. This list is composed of countries from which candidates have attended our MII or IMI courses. In many of these countries, the

	IMI Certification process will be conducted online. Our preference is to conduct the IMI Certification process in person - particularly for the training course element.
Existing CMTP	Yes

QAP Application

Program assesses experienced mediators who have completed at least 20 mediations/200 hours of mediation	Yes
Optional comment	<p>Mediation experience included for the purposes of assessment must be 80% in the previous 5 years and 50% in the previous 3 years.</p> <p>We will be particularly interested in the range of experience accumulated during the 20 mediations rather than simply completing 20 mediations.</p>

Mediator Experience

The Qualifying Assessment Program (QAP) must include a methodology for ensuring that Applicants have demonstrated to the satisfaction of the Program's Assessors a substantial level of experience as a mediator. The QAP must include clearly identified criteria on this requirement.

Applicants will undertake a five stage IMI Certification application process as follows:

1. Submit a written application explaining why the candidate believes that s/he qualifies to become an IMI Certified Mediator
2. The applicant will submit 20 mediation agreements (anonymised) for review
3. The applicant will undertake an intense interview with 2 experienced mediators

4. The applicant will attend a Certified Mediator training course with MFI
5. The applicant will successfully undertake a 90 minutes difficult mediation as a final assessment of their skills

If the applicant succeeds in fulfilling all 5 requirements to the satisfaction of the interview panel, s/he will be submitted to the IMI as a potential Certified Mediator (see enclosed document entitled 'Assessing applicants for IMI Certification')

Note from IMI: The competency framework used by MFI is included as an annex.

Mediation Knowledge

The QAP must include a methodology for determining that Applicants have demonstrated a strong understanding of general mediation theory and practice which may be based on written tests, essays, reports, theses interviews and/or other testing platforms.

As outlined in the previous section, the applicant will make a written submission, submit 20 mediation agreements, attend an interview, attend a Certification course and undertake a videoed mediation before becoming qualified to apply to the IMI for Certification.

Mediator Skills

The QAP must include a methodology for the evaluation of candidates' performance in terms of the occurrence and effectiveness of mediation process and mediation techniques, against high competency benchmarks. The Evaluations/Assessments may be based on roleplay or live action assessments, and may include videotaped and online assessments such as web dramas, self-assessments, interviews, peer reviews, user feedback and other in-practice skill evaluations.

This process is laid out in the enclosed document labelled 'Assessing applicants for IMI Certification'. The candidate must be able to talk competently about his/her mediation experience. However, the final hurdle will be the ability of the candidate to mediate a difficult dispute for 90 minutes with 2 assessors present. Each of the 5 stages will be important and the assessment will be the deciding stage.

Program Transparency

The benchmarks and criteria applied by the QAP must be published and be openly accessible on the organization's website. Details of all approved programs will be listed on the IMI web portal www.IMImediation.org and will include a direct link to the credentialing organizations'

websites. Responses call for the link (if available), or the reasoning why it is not included and the timeframe for publishing.

If this application to IMI is approved, MFI will market the IMI Certification program on www.mfi.ie and publish the criteria to become a Certified Mediator on this website. In addition, IMI Certification will be marketed on each MFI CMTP training course as the gold standard for IMI mediators.

Program Integrity

Each Assessor must have substantial experience of assessing the performance of mediators. At least one of the Assessors on each Program must be independent of the QAP. Responses call for the criteria applied in appointing Assessors, any independence requirements, and how independence is determined.

The assessors will be independent of MFI in the same way that our CMTP assessors are independent of MFI. The assessors must be:

1. pass assessor interview with MFI
2. be experienced and currently practising mediators (minimum 50 mediations)
3. be active members of a CPD mediation learning group that meets monthly - evidence
4. have assessed in a different environment e.g. CMTP or university
5. be prepared to pass/fail candidates – evidence
6. be active participant in peer assessor supervision group
7. have good writing ability

Ongoing Monitoring of Programs

The QAP must include a process for the ongoing monitoring of the performance and practice of the Assessors. IMI will liaise closely with all recognised program organizers to maintain a sustainable quality control system.

MFI will provide all necessary information and accept monitoring from IMI.

Our assessors will work in pairs when assessing IMI Certification candidates and applicants must be passed by both assessors. Applicants will be required to complete a detailed evaluation form and this form will seek feedback on the performance of both assessors. Negative feedback about an assessor will be reviewed with that assessor. Should there be a second negative comment about that assessor, s/he will be dropped from the assessor panel.

MFI continually reviews the performance of assessors and seeks email feedback from assessees.

Note from IMI: See feedback form for MFI courses, attached as an annex.

Commitment to Diversity

The QAP must be made accessible on an equal basis to experienced mediators regardless of their professional affiliations, gender, race, ethnicity, age, religion, sexual orientation or other personal characterization.

On our CMTTP courses, we have trained candidates from Ireland, Belgium, Lebanon, Nigeria, Virgin Islands, South Africa, Canada USA and more. Those candidates were of mixed sexes and ethnicities and were accepted on our courses provided only that they had good spoken and written English and had desire and reason to become mediators. For IMI Certification, we will follow the same open standards.

Quality Assurance

Program registered in accordance with jurisdiction requirements	Yes
Trainers, coaches and assessors registered as mediators (if required by the jurisdiction)	Yes
Clarification of passing criteria	On our CMTTP training courses, we have to fail some candidates. On a recent course with 14 candidates, 2 of them failed. One because he violated impartiality and the other because he did not listen to the candidates. We regret having to fail candidates but we cannot pass people who we believe will not make successful mediators. The same high standards will apply to the IMI Mediation candidates and they must pass the 5 stages outlined in 'Assessing applicants for IMI Certification'

Process where participant fails assessment	Firstly, failed candidates will be given verbal and detailed written feedback as to why they failed. They will be offered the opportunity to appeal the decision and MFI will make the final decision. As with CMTP candidates, they will be advised how to improve their standards and offered the opportunity to repeat the IMI Certification application process with MFI. This process has worked well for ten years and is all based on being open and honest with candidates.
Privacy	MFI are bound by GDPR standards. All personal data must be anonymised before being submitted to MFI. In addition, MFI will keep all QAP data in a secure place for seven years.
Additional comments	MFI have delivered a stream of CMTP approved candidates to the IMI from autumn 2020 . We anticipate IMI Certification being a slower process with fewer candidates being submitted to IMI.
Supporting documents	List of attachments: Competency framework for assessments, Diversity policy, Complaints/appeals policy, Privacy policy