

# Individual Psychology $\Psi$ Training

Counselling and wellbeing training based on  
the theories and principles of Alfred Adler

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## **Combined Certificate & Diploma in Adlerian Counselling**

*Accredited by BACP and the Adlerian Society of the United Kingdom and the Institute for  
Individual Psychology (ASIP)*

Three years part-time

## Information for Applicants

Organisational Member of the British Association for Counselling and Psychotherapy  
(Membership No. 00276330)

## Table of Contents

|  |   |
|--|---|
| Course Entry.....  | 2 |
| Course Selection.....  | 2 |
| Accreditation of Prior Learning (APL) for Entry at Year 2..... | 3 |
| Structure of the Course.....                                   | 3 |
| Theoretical Model.....   | 4 |
| Course Programme.....  | 4 |
| Course Content.....  | 5 |
| Student Assessment.....  | 5 |
| Preparation for the Course.....                                | 5 |
| Costs of the Course.....                                       | 5 |
| Award of the Diploma.....                                      | 6 |

# The Combined Certificate and Diploma in Adlerian Counselling

This three-year, part-time course is designed to offer training of sufficient duration and depth to equip the successful student to practice professionally in the role of counsellor. The full three-year course leads to a Diploma in Adlerian Counselling which is BACP and ASIIP Accredited. There is an exit point at the end of Year 1 with a Certificate in Adlerian Counselling; students should be aware, however, that the Certificate on its own is **not** a BACP-Accredited course.

Although the course consists of three years of training, it should be noted that there are two discrete elements to the course (i.e. the one-year certificate, and the two-year diploma). Whilst Years 2 & 3 of the course (the *Diploma in Adlerian Counselling*) will run consecutively, it is not guaranteed that there will always be an immediate progression to Year 2 (the diploma course) upon completion of Year 1 (the certificate course). The 2-year diploma course will usually run every alternate academic year. Offering the diploma course on a more frequent (annual) basis depends on tutor availability and student recruitment. It is possible, therefore, that some students may experience a year's hiatus between completing their certificate year and commencing diploma training. Both levels are, of course, offered subject to recruiting in sufficient numbers to make them viable.

## Course Entry

**Year 1** of the course (certificate level) is open to persons aged 23 or over. Prior completion of an Introduction to Counselling course is desirable but not essential, as training and practice in basic counselling theory and skills is included in the certificate course. IPT offers regular *Introduction to Adlerian Counselling* courses throughout the year; details are published on our website and Facebook page.

**Year 2** of the course (diploma level) is open to those aged 25 or over who have satisfactorily completed all components of Year 1; or who have obtained a certificate in another valid counselling approach together with some approved Adlerian training (see Accreditation of Prior Learning (APL) for Entry at Year 2 below), and have received at least 10 hours of personal therapy, preferably within the year prior to entry.

## Course Selection

Applications are welcomed from interested persons who meet the entry criteria above regardless of race, religion, gender or sexual orientation. Every effort will be made to accommodate those with physical or learning disabilities.

In the selection process staff will wish to assure themselves that applicants are sufficiently mature, and emotionally and psychologically robust, to undertake the personal and academic challenges of the course.

At Year 2 (diploma level entry) staff will be additionally concerned with the following questions:-

- *Does the applicant have prior counselling experience or of working in a facilitative role?*  
Such experience demonstrates that the applicant has tested him/herself and is confident that the counselling role is appropriate for them. It is rare to accept people at diploma level training who do not have such previous counselling or cognate experience.
- *Does the applicant wish to qualify as a counsellor or is he/she interested chiefly in the personal growth which the course will provide?*

This is a core selection issue. While personal development is an integral part of counsellor training, selectors will give priority to those for whom this is not the primary motivation of the applicant at diploma level.

- *Does the applicant have a personality which is appropriate for Adlerian counselling, and for the training?*

The question of personality is of crucial importance in determining suitability for the role of counsellor. **One question which will always be in the mind of selectors is: “is this person able to work harmoniously with others in a group?”**

Selection will take place on the basis of a completed application form, references if required, and an interview. If face to face is not possible, the applicant will be offered an online videocall interview.

## Accreditation of Prior Learning (APL) for Entry at Year 2

Entry onto Year 2 (diploma level) of the course requires applicants to have completed an approved Certificate in Counselling, and to have some prior, formal training in the Adlerian approach. Students who have completed Year 1 (certificate level) of the course and have gained a Certificate in Adlerian Counselling are automatically eligible for consideration to progress to Year 2 (diploma level), subject to satisfactory tutor references and interview.

Applicants who can evidence that they have successfully completed a *Certificate in Counselling* course in disciplines other than Adlerian, of at least one year's duration and a minimum 100 hours, may be accepted for entry at Year 2 (diploma level) provided they have previously undertaken at least ten hours of personal therapy and completed an *Introduction to Adlerian Counselling* course. This course is run at regular interval throughout the academic year, over 6-8 weeks; and is also designed to be flexibly delivered on an intensive 'fast-track' theory-orientated basis if required prior to the start of Year 2, to enable equality of access to all potential students.

It should be noted that the hours which can be admitted by APL will not exceed 150 hours, or a third of the total programme hours, whichever is the greater number of hours.

## Preparation for the Course

Students need to ensure that they have access to the following -

- a good internet connection;
- suitable technology/devices;
- technical ability to work online;
- a private space to attend online training sessions (and, if appropriate, for placement online client work).

It is also suggested that course participants acquaint themselves with the core concepts of Individual Psychology by reading the following book by the beginning of Year 2 at the latest:

Mosak, H & Manniaci M, 1999, *A Primer of Adlerian Psychology: the analytic-behavioral-cognitive Psychology of Alfred Adler*, Brunner/Mazel, Philadelphia, ISBN: 1-58391-003-4.

## Structure of the Course

The course begins in September and ends in June/July each year. There are 30–33 weeks in each academic year, divided into 3 terms of varying lengths to accommodate Pembrokeshire school holidays. The course is currently run on an approximately once-a-month face to face weekend basis for 11 weekends (September-June/July); supplemented by weekly evening online sessions

of 2 hours. Students are required to attend a minimum of 3 approved CPD training days per academic year, which are built into the course structure.

**Year 1** (certificate level). The certificate weekend hours are Saturday 10.00-5.00 and Sunday 10.00-2.00. We aim to run the certificate course annually, depending on recruitment.

**Years 2 & 3** (diploma level). The diploma weekend hours are usually Saturday 10.00–6.00 and Sunday 10.00–3.00. The diploma also incorporates a residential long weekend (Friday evening-Sunday evening) in each year. **The diploma course is normally run every two years**, unless student demand and staff availability were to make an annual course viable

Weekend and residential dates will be notified well in advance; **attendance at ALL these sessions is a fundamental requirement of the course.**

Total training hours, as outlined above, will equal at least 450 hours over the three years of the course. **A minimum attendance of at least 80% is required in every term in order for the student to be eligible to pass the course.**

In addition to the face-to-face and online training hours above, students in Years 2 & 3 must complete at least 100 hours of client work (depending on BACP requirements current at the time of the course), and submit a Case Study to the Adlerian Society UK (ASIIP), in order to gain their qualification. An extension of up to eighteen months from the end of the course is allowed for completion of this work.

It is also a requirement of the course that students engage in personal therapy throughout their studies: a minimum of 10 hours during Year 1 (certificate level); and a minimum of 20 hours during each of Years 2 & 3 (diploma level). Personal therapy should be undertaken with a qualified, and preferably experienced, Adlerian practitioner approved by the course tutors.

## Costs of the Course

The course fee for courses starting in 2024 is £3,997 each year. This can be paid by means of a deposit of £497 prior to the start of the course, followed by confirmation of a standing order of £350 a month for 10 months (September-June). There is a discounted fee of £3,600 if fees are paid in full prior to the start of the course each year. Fees are due annually, and include:-

- all course tuition;
- all course administration;
- all course materials;
- the cost of 3 Continuing Professional Development (CPD) days each year, provided by IPT
- cost of the residential weekends in Years 2 & 3.

The fees **do not include** the cost of students' personal counselling (see requirements above); students should therefore expect to fund this themselves. Students in Years 2 & 3 may have to pay for supervision of client work if this is not provided by their placement. Extra tutorials, or the setting and marking of additional work to make up missed sessions, will incur a fee to cover the additional tutor time required. Students also need to pay for annual membership of ASIIP.

Additionally, **a fee is payable** when students submit their final application to ASIIP for the award of their diploma; this is to cover administration costs of assessment and moderation by the Adlerian Society UK.

Offered places on any course are not confirmed until a non-returnable deposit has been received. Fees are payable in full at the start of each year of the course, although arrangements can also be made for monthly payment plans (see **Discounts, Grants and Loans** below). Currently we are able to offer a monthly payment plan at 0% finance: this is subject to review,

and terms and conditions apply. **Students are liable for the full annual fee in the event of early withdrawal from the course for any reason**, regardless of whether they are taking advantage of the monthly payment option. Students may not be permitted to commence a term or receive a course award if any fees are outstanding.

### **Discounts, Loans, Grants, and Bursaries**

If fees are paid in full by the start of each year of the course, students may receive a discount on the published course fee for that year; this is at IPT's discretion and may vary from year to year. The *Course Guide* for the relevant year will contain details of the course fees, payment plans, and any discounts current at the time; this information will also be available eventually on our website, and the Finance Department will also be able to provide information in advance.

IPT may receive a small grant from the Training Committee of the Adlerian Society UK for disbursement to one or more students on an ASIIP Accredited course, subject to the student undertaking to carry out specified activities which benefit the society and/or ASIIP. Please contact us for more information if interested.

Students may also apply to BACP for a £500 bursary towards the cost of a BACP Accredited course: details are available on their website.

### **Staffing**

The tutor team for each year of the course consists of a minimum of two and a maximum of four core tutors drawn from a pool of staff members, some of whom are listed below. Years 2 & 3 of the course are staffed by the same tutor team unless exceptional circumstances arise that would prevent this. Each tutor team may also include one trainee tutor on placement. At least two tutors are present at every session. Other visiting trainers may present specific modules or workshops.

**Stephen Allsopp**, MNCS(Accred.), UKRCP registered, MASoW, BSc.(Hons) Integrative Counselling, Dip. Adlerian Counselling

**Rebecca Hughes**, Reg.MBACP, MASoW, MASIIP, Dip. Adlerian Counselling

**Lucy Lewis**, Reg.MBACP(Accred.), MASOW, Dip. Adlerian Counselling

**Alex Marsden**, Reg.MBACP, UKRCP registered, MASoW, MASIIP, MA Fine Art, Dip. Adlerian Counselling, Cert. Adlerian Training, Cert. Adlerian Family Counselling

**Elaine Parker**, MNCS (Accred), MASIIP, Dip. Adlerian Counselling

**Claire Quinn**, Reg.MBACP, MASoW, Dip. Adlerian Counselling

### **Theoretical Model**

The theoretical model of the course is that of Individual Psychology, which is the Adlerian approach to counselling and psychotherapy.

Adlerian counselling, developed by Alfred Adler (1870–1937) and his associates over the years, is underpinned by certain beliefs and attitudes which distinguish it from both the analytical and person-centred traditions. Adlerian philosophy takes a hopeful view of human nature, believing in the creative power of each individual to create their own personal beliefs and strategies to survive early childhood feelings of inferiority.

The counsellor is viewed as a person whose primary skill lies in the ability to create a particular kind of therapeutic relationship within which the client is enabled to find his or her own courage and resources for achieving a more satisfying way of living. The counsellor's task is to offer a relationship which is characterised by respect, understanding, openness and equality, and this makes possible for the client new opportunities both for self-appraisal and for effecting

personal change and development. In order to engage in such work the practitioner needs to develop the capacity to understand their client's and also their own private logic which may interfere with the counselling process. They must also identify and let go of prejudices and other attitudes which can undermine the growth of clients through the blatant or covert abuse of personal power.

The Adlerian focus will be reflected not only in the content of the course but also in the assessment processes. Tutors will aim to provide a supportive egalitarian environment which is nonetheless challenging and both emotionally and intellectually demanding. The core tutors have all completed either Adlerian diploma training and/or Adlerian supervision training, and are all experienced practitioners in their own approach.

The course also includes a module which looks at a selected number of alternative approaches to counselling and how they compare and integrate with the Adlerian approach.

## Course Programme

The course programme ensures that full attention is paid to achieving a balance of work on:

- the understanding of counselling theory and clinical issues;
- the acquisition of counselling attitudes and advanced skills, for both face to face and remote (i.e. phone and/or video) working ;
- using group and individual supervision;
- monitoring and furthering personal and professional development;
- practical counselling experience;
- ethical dimensions of counselling.

In the careful attention paid to achieving a balanced curriculum, as in all other matters, the *Combined Certificate & Diploma in Adlerian Counselling* reflects the commitment of the British Association for Counselling and Psychotherapy (BACP) to promote rigorous training procedures where theory, practice and personal development are all accorded equal weight. The course was originally designed and planned in consultation with person-centred and psychosynthesis colleagues here in Wales and from the Training Committee of the Adlerian Society UK, and is accredited by both the Adlerian Society UK (ASIIP) and BACP.

## Course Content

A course session might include work in small groups, skills practice, and group supervision, as well as time in the larger group discussing theory, participating in seminars, attending lectures, and exploring aspects of personal and professional development. The four core components of **theory, skills, personal/professional development** and **supervision** are fully integrated wherever possible. While some of the course material is presented through formal lectures and seminars, much is experientially integrated into counselling skills practice, supervision groups, and group experience(s) throughout the course. Course content is delivered through a combination of face to face and online sessions.

## Student Assessment

The course will establish an assessment discourse, in the context of which participants will experience tutor assessment, peer assessment, and the constant challenge of self-assessment. Students are assessed throughout the course on all elements of the Course Programme (described above) through recorded tutor observation and regular assignments designed to measure and evidence progress and attainment. There is a formal assessment and feedback

process for every written assignment and submission of coursework. Regular individual tutorials offer the opportunity to monitor perceptions and assessment. The course underlines the centrality of developing self-assessment skills for the trainee counsellor as core professional practice: at the end of the course students submit their own self-evaluation of their competence in all areas of the training, which is also assessed and reported on by tutors in a final comprehensive Training Report to the Adlerian Society UK (ASIIP) when applying for the award of the Diploma.

## **Award of the Diploma**

At the end of Year 3, and on completion of all training requirements and client hours, students forward an application, accompanied by a case study, supervisor's report, trainer's report, and administration fee, to The Adlerian Society UK (ASIIP), for consideration for the award of the Diploma. This decision is made by ASIIP following a meeting of a Board of Examiners consisting of internal examiners and at least one external moderator.

The Board will be concerned to ensure that candidates have made satisfactory progress in all aspects of the course while accepting that candidates will be stronger in some areas than others. The Diploma cannot be awarded, however, to candidates who fail to achieve a satisfactory standard in both their counselling practice, their theoretical studies, and their personal development. In that case the Board may defer the award of the Diploma so that further objectives can be met.

Students who satisfactorily complete Year 1 of the course but who do not progress to Year 2 for any reason will be awarded a Certificate in Adlerian Counselling by IPT. Students who satisfactorily complete Year 2 are automatically put forward by the course tutors to the Adlerian Society UK (ASIIP) for the award of an Advanced Certificate in Adlerian Counselling, which is a pre-requisite for the award of the diploma. Both of these are intermediate awards; they are **not** BACP-Accredited, and **do not qualify the holder to practise as an Adlerian counsellor**.

## **Addendum: COVID Implications and Arrangements**

During any period of restrictions on face to face contact due to the COVID pandemic, all training will take place online via videoconferencing. Face to face teaching will resume, however, as soon as it is safe and practicable to do so.