

## **CMM Trainer Apprenticeship**

The following are parts of the process for a training apprenticeship with CMM. Despite the fact that they are numbered, they may or may not occur in this order. As apprentices proceed through this process, they will work with trainers and CMM staff to develop an individual plan for their growth and progress.

- 1) In order to enter an apprenticeship, a mediator must be evaluated through CMM's PBE, and score as at least a level 6 mediator in the Inclusive model.
- 2) Take CMM Basic Training as a Student
- 3) Observe 2 cases mediated in the Inclusive model.
- 4) Mediate 20 cases in the Inclusive model, at least 10 of which should be co-mediated with others trained in the Inclusive model. Two of these mediations will be done with or observed by a CMM trainer.
- 5) Within the first 6 months of an apprenticeship, complete a Coaching Day
- 6) Observe 2 Basic Mediation trainings, participating as role-play coach and in discussions with trainers.
- 7) For at least 2 Basic Mediation trainings, conduct smaller sections or co-train sections with trainers. Give and receive feedback throughout process.
- 8) Train as co-trainer (conducting larger sections) with CMM trainer.
- 9) Participate in a Strategy Session with all those with whom s/he has co-trained.
- 10) Depending on progress, continue training as apprentice until co-trainer thinks ready to train as "lead" co-trainer.

If a trainer has completed all of these steps and has not trained for over a year, they would co-train with a CMM trainer to see what has changed. Following the training, the trainers would meet to discuss what has changed in the curriculum and what steps the trainer needs to take to learn the changes.

After completing steps 1-7, the apprentice would "owe" CMM 2 Basic trainings, serving as a co-trainer. This would be in return for the resources CMM put into training the apprentice. After completing steps 1-4, CMM would begin paying for mileage for the apprentice.

## **CMM Trainer Continuing Education**

CMM trainers are encouraged to take other, non-CMM trainings. CMM may cover the cost of these trainings at the discretion of the Training Committee.

Every six months, CMM trainers will have a 1 day retreat to discuss experiences and discuss changes to the curriculum.