




Facilitator Certification Comparisons - Comparing CMF to CPF to CCF

	CMF (Certified Master Facilitator)	CCF (Certified Competent Facilitator)	CPF (Certified Professional Facilitator)
Certifying Organization	 International Institute for Facilitation www.inifac.org	 International Institute for Facilitation www.inifac.org	 International Association of Facilitators www.iaf-world.org
Intention of Certification	Advanced facilitation Assess a candidate's ability to meet higher level skills for advanced facilitation. <i>(note: no other certification is required to earn the CMF credential)</i>	Basic facilitation Assess a candidate's ability to meet entry level skills for facilitation. This certification provide a pathway for achieving the Certified Master Facilitator credential. (note: it is not necessary to become a CCF in order to earn the CMF credential)	Basic facilitation "Indicates attainment of IAF core competencies and that those certified are qualified to design and provide basic group facilitation services." (Source: IAF website)
Target Audience	Advanced facilitators with significant or moderate experience.	Competent facilitators who aspire to basic level certification as they develop their competencies in facilitation towards becoming a CMF.	Competent facilitators with experience in the field.
Cost	US\$ 2350	US \$900	US \$2350
Experience	30 sessions over prior 3 years (10 session credit for CPFs)	7 sessions over prior 3 years	7 sessions over prior 3 years
Sponsor References	Minimum 5 organizations and 10 sponsors	3 different sponsors (could be from same organization just different departments)	No minimum
Degree of Proficiency	Grading system Must score minimum 80% in all six competency areas.	Grading system Must score minimum 50% in all six competency areas.	Evidence of proficiency subjective assessment in 18 sub competency area.
Written Assessment	30 questions Candidates respond in writing to 30 questions related to the sub-competencies by giving examples from their experience.	30 questions Candidates respond in writing to 30 questions related to INIFAC's sub-competencies by giving examples from their experience.	Narrative examples Candidates provide narrative examples of a workshop on how they applied IAF core competencies in their work.
Demonstration of Skills Assessment	Completed virtually Candidate submits 25-35 minutes, based on an assigned topic with specific role-plays. The INIFAC assessor reviews the video and scores the candidate's performance in the relevant sub-competencies on a five-point scale.	Completed virtually Candidate submits 25-35 minutes, based on an assigned topic with specific role-plays. The INIFAC assessor reviews the video and scores the candidate's performance in the relevant sub-competencies on a five-point scale.	Onsite assessment event Candidate facilitates at a scheduled onsite assessment event, with assessor interview and immediate feedback.
Re-Certification	Every 3 years <ul style="list-style-type: none"> • list of 15 facilitations and 3 references • 40 hours of personal development • recertification fee US\$ 500 <i>After your first recertification, you no longer need to recertify and are a CMF for life.</i>	No Recertification CCFs are encouraged to embark on the Certified Master Facilitator (CMF) credential with 5 years of attaining their CCF credential. (If after the 5 years of being a CCF, without having advanced to the CMF level, you will have to begin the entire CCF process again.)	Every 3 years <ul style="list-style-type: none"> • document 15 facilitations and 3 references, • 40 hours personal development related to facilitation • renewal fee is US\$500