

Note: There was an error in the numbering of this Practice Circular in the email to all RTPs and QAPs dated 6 December 2024 as Practice Circular 4/2024. The correct number of this circular should be **Practice Circular 3/2024**. We have amended the number of this circular accordingly; the one below is the correct/final one.



SIMI admin <admin@simi.org.sg>

SIMI Practice Circular 3/2024: SIMI Accreditation: Training and Assessment Requirements - Mandate of RTPs/QAPs

1 message

SIMI Members <members@simi.org.sg>

Fri, Dec 6, 2024 at 9:19 PM

Reply-To: members@simi.org.sg

Bcc:

**To: All SIMI accredited Registered Training Program (RTP) providers
All SIMI accredited Qualifying Assessment Program (QAP) providers**

**SIMI Practice Circular 3/2024:
SIMI Accreditation: Training and Assessment Requirements - Mandate of RTPs/QAPs**

Background

1. SIMI recently came to know about certain individuals who had completed mediation training under a Registered Training Program conducted by **RTP provider A**. These individuals subsequently agreed for their competencies to be assessed by **RTP provider B** (which ran its own/separate RTP). The considerations of such individuals are unclear to SIMI.
2. This Practice Circular sets out SIMI's current position on such action.

Intent/mandate of RTPs/QAPs in training and assessing individual candidates

3. Each provider of a RTP and QAP is accredited by SIMI to provide both mediation training (based on certain baseline requirements) **AND** to subsequently assess individuals who undertake such training.
4. SIMI's intent is that providers of RTPs and (the training component of) QAPs **integrate both training and assessment** in a single, cohesive package.

Alignment with SIMI accreditation rubrics

5. Such integration will ensure alignment with SIMI's accreditation rubrics. Each provider has been accredited on a certain baseline which forms SIMI's standards. In particular, RTPs' syllabus must encompass certain prescribed topics within a minimum course duration of 40 hours^[1].
6. However, an accredited provider is currently free to include any number of sub-topics or other practical lessons (as long as they related to the prescribed topics), which may lengthen the course duration or provide a particular emphasis correspondingly. This has been how providers have been allowed to distinguish themselves.
7. It then only makes sense for provider X to undertake the assessment of the individual which received provider X's specific training.

8. This will support consistency and continuity for the individual, which is critical to SIMI's mission of upholding high-quality mediation training.

Implications of receiving training and assessment by separate providers

9. If an individual receives training under provider A's RTP, but is assessed by provider B (which runs its own separate RTP), there is a risk that certain elements under A's RTP are not assessed. It is then questionable whose standards and which RTP the individual has been assessed under.

10. This has certain implications :

(a) While all RTPs are supposed to have a certain baseline training syllabus, the above-mentioned scenario detracts from the idea that each RTP is able to distinguish itself in the market.

(b) It becomes ambiguous which RTP standards the individual has met – provider A or provider B ? The market is currently not mature enough to address such issues, even if there are agreed outsourcing arrangements.

(c) Such a scenario could prompt individuals to go forum shopping. In other words, if they are allowed to seek another assessor after undergoing training by provider A, they may be tempted to seek an assessor that is somehow more convenient or more lenient for them.

11. All these implications may have a negative impact on the building of professional standards in the mediation industry, and other unintended consequences.

Conclusion

12. SIMI's position is that under its accreditation framework, providers of RTPs and (the training component of) QAPs must integrate **both training and assessment** in a single, cohesive package.

13. If an individual receives training under provider A's RTP, but is assessed by provider B (which runs its own separate RTP), a nomination by either provider for SIMI accreditation will **not** be recognized or considered.

14. This approach ensures that individual trainees experience a standardized training journey, with an assessment that consistently reflects the standards set forth by the same provider's curriculum. This will maintain the credibility of each training provider and maintain professional standards in the current mediation industry.

15. That said, SIMI is prepared to consider suggestions that could alter market arrangements in the future, as long as:

- Professional training and assessment standards are maintained; and
- The market for training and assessment does not confuse consumers.

If you have any views, questions or representations regarding these issues, they may be sent in writing to SIMI for consideration at admin@simi.org.sg.

We thank you for your ongoing partnership with SIMI in promoting professionalism in mediation.

Alvin Sim
Executive Director

[1] The topics prescribed by SIMI currently include Overview of Mediation Legislation, Conflict Resolution Theory, Mediation Theory, Mediation Techniques and Inter-Cultural Awareness. While there seem to be “standard” ways of teaching such topics, each provider is currently free to decide how deep to go into each topic, how to teach it creatively, what sub-topic to emphasize on, etc. For this reason, SIMI has introduced its Competency Framework which specifies certain competencies which RTPs should impart. How this will be fully implemented by each RTP and audited by SIMI is still under consideration.



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