

Educational Programming

Overview

EMDRIA™ has enhanced the current educational programming to support EMDRIA Approved Consultants™ in deepening their clinical expertise and strengthening their capacity as educators, motivators and evaluators in the EMDR therapy process. This includes developing required courses for the initial and renewal applications.

This programming provides a framework for developing a consultant's knowledge, skills and attitudes by fostering reflective practice, and enhancing the ability to assess and support consultee's growth.

Grounded in EMDRIA's Approved Consultant™ standards and adult learning principles, these educational opportunities ensure that consultation remains a reflective, ethical, practical and culturally responsive process – to support the next generation of EMDR therapists in upholding EMDRIA's™ mission to sustain professional excellence and foster healing through the continued growth of EMDR practitioners.

Offerings

EMDRIA is committed to supporting consultants to adopt the core competencies outlined in the standards document. The current offering is:

- EMDRIA Approved Consultant™ Day – virtual and in-person

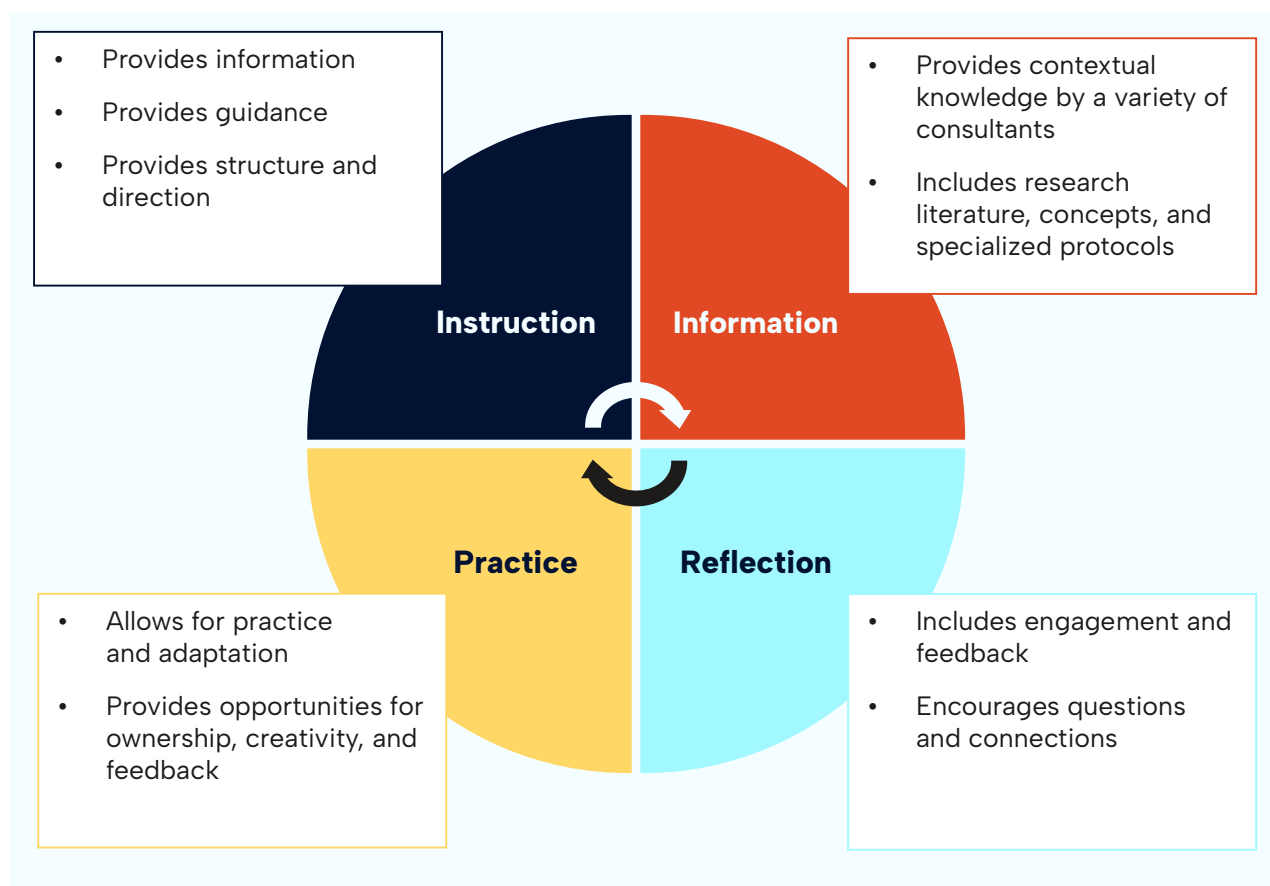
Through targeted learning opportunities, consultants receive practical guidance, case-based learning and reflective application of skills. The current new additions are:

- Foundations of EMDR Consultation course – *required for the initial consultant application*
- Core Competencies in EMDR Consultation course – *required for the initial consultant application*
- Courses for the renewal consultant application – *more information about these courses coming later*

Key Changes – Educational Programming

This programming ensures that consultants not only learn about the competencies but actively integrate them into their consultation practice, fostering consistency, excellence and continued professional growth across the EMDR community.

The educational programming for EMDRIA Approved Consultants™ models a continuum of life-long learning that includes instruction, information, reflection and practice as indicated in the image below.



Evaluation Framework

Overview

Evaluation is an integral component of the consultation process, providing both structure and accountability for the consultee's professional growth. Consultants are responsible for assessing a consultee's readiness to receive the EMDRIA Approved Consultant™ credential.

Evaluation should be based on observable competencies, reflective practice and ethical standards rather than subjective impressions. When providing recommendations, consultants are expected to offer clear, constructive feedback that highlights strengths, identifies areas for continued development and supports the consultee's commitment to clinical excellence. This process ensures that recommendations made to EMDRIA™ reflect integrity, fairness and adherence to established professional standards.

EMDRIA™ has created a standardized evaluation form, CIT Verification, Evaluation and Recommendation (VER) Form, to replace the traditional letter and recommendation from the EMDRIA Approved Consultant™ to promote greater consistency, transparency and accountability in the evaluation of EMDRIA Approved Consultants in Training™ (CITs). While narrative letters often vary in detail and emphasis, a structured form provides a standardized way to verify hours of consultation and assess competencies across knowledge, skills and attitudes. This form ensures that recommendations are based on observable behaviors and clearly defined criteria based on the consultant standards rather than subjective impressions. In addition, the form facilitates more constructive feedback and developmental guidance for consultees, strengthening the quality of the knowledge, skills and attitudes associated with consultation, as well as in the integrity of the credentialing process.

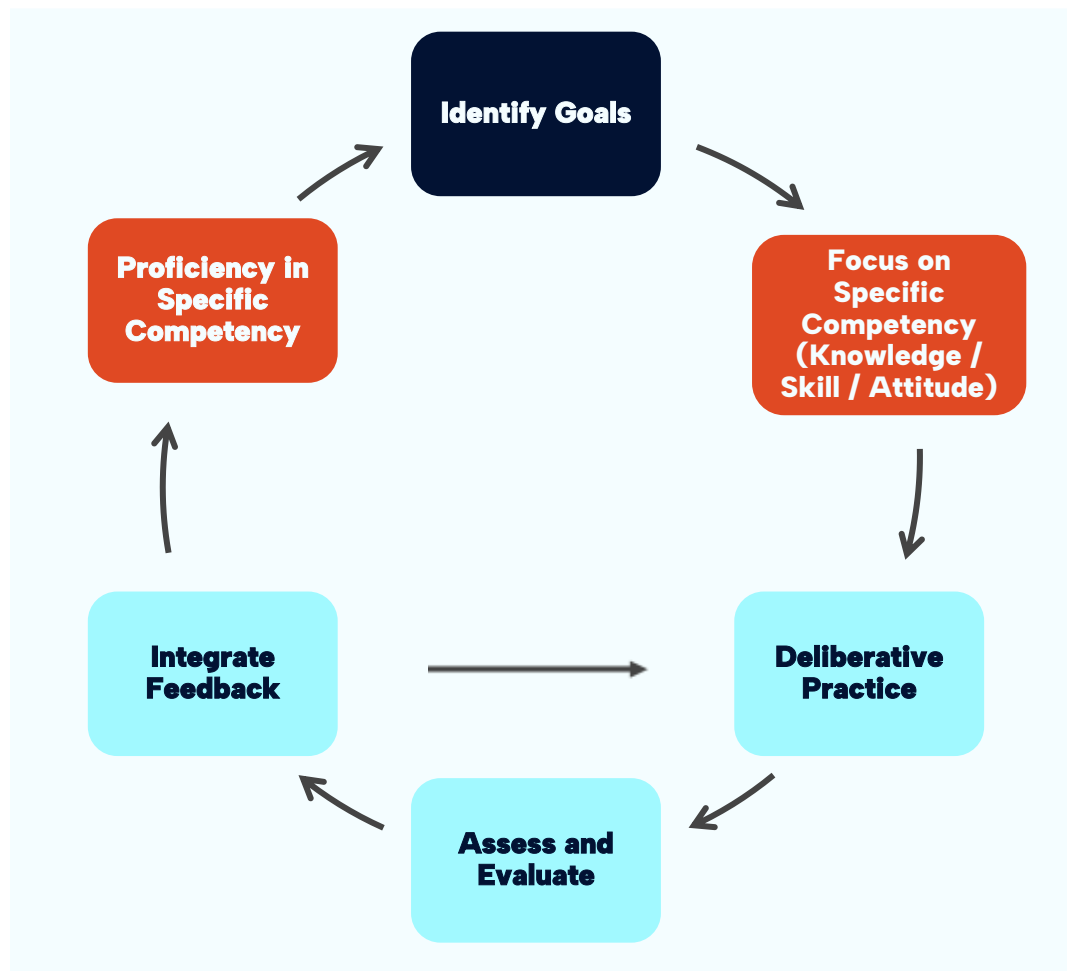
Ways to Use the Form as an Evaluation Tool

1. Developmental Tool

To guide the deliberate and focused practice of competencies – helping identify consultation goals, define specific skills to strengthen and structure opportunities for feedback, reflection and growth. The form is not required by EMDRIA™ if it is used in this way. The form (or a similar resource such as the [EMDRIA Approved Consultant™ Self-Assessment](#)) may also be used as part of on-going self-reflection by the EMDRIA Approved Consultant in Training™ or EMDRIA Approved Consultant™.

The diagram below illustrates the process flow to use the form as a Developmental tool:

1. Define goals for consultation
2. Decide which competency (skills, knowledge and attitude) for focus
3. Practice the competency
4. Assess and evaluate with intentional reflection and feedback
5. Integrate feedback
6. Repeat steps three to five above until proficiency is achieved
7. Identify next goal for consultation
8. Repeat steps two to seven above



2. Summary Tool

To document consultation hours as well as documenting progress, summarizing improvement and evaluating readiness for the EMDRIA Approved Consultant™ credential. While the form may be used multiple times throughout the consultation process to support development, it is required that the consultant submit the completed online CIT VER form to EMDRIA™ when providing a final recommendation for credentialing.

Consultation of Consultation Requirement

An EMDRIA Approved Consultant in Training™ (CIT) is required to complete at least 20 consultation of consultation hours – at least 10 hours are required as individual;

the remainder can be individual, group or a combination of the two. While the CIT can work with multiple consultants, for the purpose of the consultant application, EMDRIA™ will only accept consultation of consultation hours and recommendations from up to three EMDRIA Approved Consultants™.

CIT VER Form Requirements

Regardless of a “yes” recommendation, each consultant, up to three, that the CIT obtains consultation of consultation hours from, will need to complete the form, in its entirety, – which includes:

1. **Verification of Consultation of Consultation Hours** – The consultant will include the total number of consultation of consultation hours (individual and/or group) and the time frame/date range these hours took place.
2. **Evaluation of CIT Based on the EMDRIA Approved Consultant™ standards** – EMDRIA expects that the consultee receives a ‘**Proficient**’ (4) rating for each criteria. If the consultee receives less than this rating, the consultant is expected to provide recommendations for areas of growth for the consultee in the specific criteria.
 - a. NOTE: If a consultant has not observed a specific knowledge, skill and/or attitude during consultation, please choose “Not Observed” and provide recommendations as appropriate.
3. **Recommendation of the CIT** – a selection of ‘Yes’ or ‘No’ is required. When providing a recommendation, consultants are expected to offer clear, constructive feedback that highlights strengths, identify areas for continued development and supports the consultee’s commitment to clinical excellence.

The following table outlines the rating level and the overall description for each rating.

Level	Overall Description (Knowledge, Skills, and Attitudes)
Beginning	Major foundational gaps. Minimal understanding of EMDR theory, AIP and EMDR consultation fundamentals. Consultation sessions lack structure; feedback is vague or incorrect. Limited cultural awareness, minimal self-reflection and requires constant guidance.
Limited	Emerging but inconsistent understanding. Can identify some EMDR concepts but struggle to apply them reliably. Consultation structure is inconsistent; feedback lacks depth. Cultural awareness is surface level. Requires regular direction and correction.
Competent	Solid, reliable application of EMDR principles. Consultation sessions are organized and goal oriented. Provides accurate, actionable feedback. Demonstrates reflective practice, cultural humility and strong professional boundaries. Requires only occasional guidance.
Proficient	Strong, flexible, developmentally attuned consultation practice. Integrates EMDR and AIP concepts fluidly across diverse cases. Feedback is precise and tailored. Demonstrates advanced cultural responsiveness, intentional power awareness and thoughtful reflection. Functions largely independently.
Advanced	Skillfully synthesize complex clinical, cultural and systemic factors within the EMDR framework. Grounded in a deep and nuanced understanding of the AIP model. Provides consultation that is individualized, collaborative, trauma-informed and transformative. Demonstrates profound humility, ethical leadership, culturally responsible and highly refined reflective practice. Deeply informed and continually growing.

Consultants should provide evaluation and feedback with cultural humility and an awareness of cross-cultural dynamics, recognizing how culture, context and communication styles shape learning and perceptions. Feedback should be grounded in IDEA principles—ensuring fairness, respect and responsiveness—and supported by recommended resources for effective EMDR consultation.

The evaluation form reflects the developmental and multifaceted nature of consultation, integrating clinical expertise, teaching ability, reflective practice and ethical awareness within a framework grounded in both therapeutic alliance and cultural and ethical humility.

This framework recognizes that effective consultation extends beyond technical expertise—it involves fostering growth, reflection and confidence in consultees while maintaining a strong ethical and cultural foundation. The evaluation form based on these competencies provides a structured and transparent way to assess a consultant in training's developmental progress to become an EMDRIA Approved Consultant™.

Beyond credentialing, the evaluation form also provides a foundation for creating an action plan for continued professional development. By reflecting on areas of growth and identifying next steps for self-improvement, consultants and consultees alike are encouraged to remain lifelong learners—striving to be better tomorrow than they are today.

Conclusion

The evaluation framework for EMDRIA Approved Consultants™ provides a structured, transparent and developmentally informed approach to assessing consultation competence. Grounded in EMDRIA™'s updated standards, this framework supports consultants in offering clear, consistent and culturally responsive feedback while documenting a consultee's progress over time. By integrating behavioral indicators, reflective feedback loops and an emphasis on cultural humility and ethical practice, the framework strengthens both accountability and growth within the consultation relationship.

Its purpose is not merely to evaluate, but to guide ongoing professional development and ensure that consultants are well prepared to uphold the quality, integrity and effectiveness of EMDR therapy across diverse communities and clinical contexts.

Supported Resources

Overview

As part of implementing the revised EMDRIA Approved Consultant™ Standards, EMDRIA has developed, and will continue to develop, a comprehensive set of resources designed to support consultants and consultants in training throughout their work. These materials were created with the help of the key expectations, competencies and guidelines outlined in the standards document, ensuring consistency, clarity and practical application.

How the Resources Were Created

The updated consultant standards served as the foundation for developing these support materials. To ensure the resources were both helpful and practical:

- **Key expectations and competencies were pulled directly from the consultant standards** to identify what consultants need to know and do.
- **Those expectations were translated into everyday tools** – such as templates, guidance documents and educational tools – to make the standards easier to apply in real practice.
- **Feedback from the virtual focus groups** helped us understand where consultants needed the most clarity and support.
- **Resources were aligned with recent changes** to the consultant application and evaluation process, so everything works together and reflects the updated requirements.

Types of Resources Available

The following categories of support materials are now available:

- Guidance Documents
- Consultant Self-Assessment Materials
- Templates and Examples

- Training and Education Tools

Where to Access Resources

All consultant supported resources are available in the [Consultant Toolkit](#) as well as in our [EMDRIA™ Library](#).

Updated Application Requirements

Overview

In conjunction with the EMDRIA Approved Consultant™ Standards, EMDRIA has revised the initial EMDRIA Approved Consultant application requirements to better reflect the competencies expected of EMDRIA Approved Consultants™. These updates are designed to streamline the process, clarify expectation and promote a more meaningful and structured pathway from EMDRIA Approved Consultant in Training™ to EMDRIA Approved Consultant™.

Key Changes

1. EMDR Experience Requirement

- **Old Requirement:** The applicant must have three years of EMDR experience following the completion of an EMDRIA™ Approved Basic Training.
- **New Requirement:** The applicant must have at least one year of EMDR experience following their EMDRIA CIT declaration date.

2. Consultation Requirement

- **New Requirement:** The applicant must work with a minimum of five consultees.
- **New Requirement:** The applicant must provide at least 15 hours of consultation, in total, with their consultees.

3. Notary Requirement

- **Remaining Requirement:** The applicant must have conducted at least 300 EMDR sessions with at least 75 clients.
- **Old Requirement:** The applicant must provide documentation of the above statements and have the document notarized.
- **New Requirement:** The applicant will attest to the accuracy of the above statements directly within the application.

Key Changes – Updated Application Requirements

4. Consultation of Consultation Requirement

- **Old Requirement:** The applicant must complete 20 consultation of consultation hours.
- **New Requirement:** The applicant must complete 20 consultation of consultation hours, and at least 10 of the hours must be obtained as individual hours.
- **New Requirement:** While the applicant can work with multiple consultants, for the purpose of the consultant application, EMDRIA™ will only accept consultation of consultation hours from up to three EMDRIA Approved Consultants™.

5. Consultant Evaluation and Recommendation Requirement

- **Old Requirement:** The applicant received evaluation and recommendation based on subjective impressions and was delivered through a written or typed letter from the consultant.
- **New Requirement:** The applicant must receive completed standardized evaluation forms (CIT Verification, Evaluation and Recommendation (VER) Form) from the consultants they work with. This ensures the recommendations are based on observable behaviors and clearly defined criteria based on the consultant standards.
- **New Requirement:** The applicant must receive a “yes” recommendation from the consultant who provided the majority of their consultation of consultation hours

6. Peer Recommendation Requirement

- **Old Requirement:** The applicant must receive two recommendations from their peers regarding their ability to provide consultation, professional character and ethics in practice.
- **New Requirement:** This requirement is removed. The applicant no longer needs to provide two (2) letters of recommendation from their peers.

7. Continuing Education (EMDRIA™ Credits) Requirement

- **Old Requirement:** The applicant must complete 12 EMDRIA™ Credits.
- **New Requirement:** The applicant must complete 12 EMDRIA™ Credits, and three of the 12 credits must come from the two required consultant courses, *Foundations of EMDR Consultation* (1.5 EMDRIA™ Credits) and *Core Competencies in EMDR Consultation* (1.5 EMDRIA™ Credits).

Conclusion

These updates ensure the consultant credentialing process reflects EMDRIA's™ standards of professional practice and provides clear, intentional progression toward consultant-level competency. The revisions emphasize quality consultation experience, thoughtful mentorship and continued professional development while simplifying documentation and evaluation processes.