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The Standards for Excellence PA Licensed Consultant Program is a professional development initiative that gives consultants the knowledge, skills, and tools of PANO's Standards for Excellence program. The training required to become a Standards Consultant provides facilitation and training skills development and empowers consultants working with organizations interested in implementing change and becoming accredited in the Standards for Excellence Program.

Becoming a Standards for Excellence PA Licensed Consultant Process:

- Persons interested in becoming a Standards for Excellence PA Licensed Consultant (Consultant) fill out an [online application](#) and have an initial phone interview with Standards for Excellence Director.
- Interested Consultants send professional references.
- The Standards for Excellence Director reviews the application and checks references.
- All Consultants must be PANO members (nonprofit member, individual member, or Corporate Partner).
- During the initial intake process or after, interested Consultants attend either the two full day Standards for Excellence Implementation Workshop or the Guiding Principle Webinar Series.
- Consultant attends a half-day session that focuses on the management of the Consultant Program. These are scheduled when there are two to four consultants in the pipeline in a geographic area that is convenient.
- License Agreement is issued.
- Upon completion of all training and receipt of the signed license, the Consultant is added to PANO's website.
- Whenever possible PANO makes referrals of Consultants to organizations.
- Clients of Consultants receive a 25% discount on PANO membership in order to be able to utilize the Standards for Excellence materials to strengthen operations and governance.

Fees:

- Fees for the Standards for Excellence training range from \$100 - \$350 depending on the program attended.
- The additional half-day training for **Consultants only** is \$250.
- All Consultants pay an annual fee of \$100 (reduced fee in cases where there is more than one Consultant from a firm).
- All Consultants are required to attend an annual update session. This is one hour in length and is conducted on line.

Benefits:

- Participation in the Program will solidify your background, knowledge, and understanding of the *Standards for Excellence: An Ethics and Accountability Code for the Nonprofit Sector*:
 - Background on the importance of self-regulation for the sector
 - Overview of the Standards for Excellence program and the specific content contained within the 67 guidelines
 - Facilitation and training skills development to support program utilization in your practice
 - Take-home tools to help assess organizations
- Access to training tools and knowledge base including:
 - Educational tools for all Standards for Excellence trainings including PowerPoint slides, curricula notes, and resource handouts.
 - 30 Educational Resource Packets
 - 10 Copies of the Standards for Excellence Codebook (additional copies available for purchase at a reduced rate)