



Licensed Scrum Trainer Requirements

Scrum Inc., January 2020



The requirements for becoming a Licensed Scrum Trainer and maintaining the credential are outlined below.

Overview of the Licensed Scrum Trainer (LST) Program

Only Licensed Scrum Trainers may teach Licensed Scrum Courses.¹ Courses must meet the criteria outlined in this document to qualify students for licensing. All active LSTs are eligible to:

- List their courses on the Licensed Scrum Program's public site (coming soon).
- Access their students' test performance data which includes passing rate.
- Access the LST resources, including video recordings of course content, case studies, teaching material, and marketing material.
- Access the latest versions of the Licensed Scrum course materials.
- Display their trainer score,² badges, and accomplishments on the public course listing page as well as on their public profile page.
- Have their annual trainer renewal fee waved if they teach 200 or more students.

Licensed Scrum Trainers must renew their credential annually. The annual LST license is \$5,000. For more on renewal requirements see the 'LST Renewal' section below.

Becoming a Licensed Scrum Trainer (LST)

Licensed Scrum Trainers actively push the boundaries of Scrum application through their experience working with teams and organizations. Licensed Scrum Trainers regularly contribute to the Scrum community by documenting and sharing their experience.

Applicants must have demonstrable experience improving the performance of teams and organizations. Experience will be evaluated by Scrum Inc. The six parts of the LST application process are defined below.

Application Process

Apply to become a Licensed Scrum Trainer by submitting your interest and intent here: licensedscrum.com/licensed-scrum-trainer-application. When submitting your application of interest, please make sure you address how you meet all the **Licensed Scrum Program's Acceptance Criteria**:

- You are committed to the Scrum Values.
- You have a proven track record of educating people in the Scrum Framework.
- You have a body of evidence in the way of case studies, references, and data that you have helped teams or organizations improve their performance through your coaching and training.
- You have unique contributions you can make to the Licensed Scrum community.
- You have read the full requirements document and agree to our code of conduct.
- You are dedicated to continuous improvement.
- You understand that both paths to LST may require additional co-training or work if you do not meet or exceed standards.

¹This includes the Licensed Scrum Master (LSM) and Licensed Scrum Product Owner (LSPO) Courses, as well as future LS courses.

²Your trainer score is a publicly visible 5-star rating that will appear on your profile and the course listing page. The score is an average of ratings from students who have taken your courses.

1 Demonstration of Trainer Readiness

After we process your application of interest and confirm you meet the program acceptance criteria, we will invite you to take the next step in the application process. This step includes creating a 15-minute, timeboxed recording of yourself teaching a sets of learning objectives which we will assign, preferably to a live class of students.

2 Individuals and Interactions

Once we've reviewed your teaching video and determined that you are ready to embark on your Licensed Scrum Trainer journey, we will follow-up with an invitation for a face-to-face conversation so we can better understand your goals and interests.

3 Demonstration of Impact

The mission of the Licensed Scrum Program is to spread good Scrum across the world, and to leave a lasting, positive impact. Our trainers will have a proven track record of helping teams and organizations improve their performance and achieve lasting results. To demonstrate this, LST applicants must submit a case study from their own experience implementing Scrum. Case studies must include concrete metrics that demonstrate the impact of actions taken, and should document an experience from within the last two years.

Once submitted, the Scrum Inc. team will either approve your case study or provide feedback on changes needed to qualify. Please expect at least one round of iteration. If your case study is accepted, it will be eligible to become part of a free, open-source library of case studies. Case studies may be submitted, along with other application material, to licensedscrum@scruminc.com. The three acceptable case study formats are defined as follows.

- Option 1 - Video
 - Please submit 3-5 PowerPoint slides ([slide template here](#)) documenting your experience, along with a 5-10 minute recording of you presenting the case study.
 - The presentation should include a detailed description of the context in which the engagement occurred, including but not limited to: the industry, size of the organization, scope of the implementation (i.e., number of teams), key reasons for implementing Scrum, challenges and successes of the implementation, and concrete data that demonstrates the impact. For the purposes of this application, the recording can be video (preferred) or audio, and production quality is not important.³
 - If you chose this option, you will have an opportunity to present your case study during a Train the Trainer course and have it professionally recorded and edited. The finished product can be used for promotional purposes and may be hosted on our YouTube channel and/or website.
- Option 2 - Write-up
 - Please submit a 3-5 page .pdf write-up documenting your experience ([write-up template here](#)). The submission should be copy-edited and in a publishable state.
 - The write up should include a detailed description of the context in which the engagement occurred, including but not limited to: the industry, size of the organization, scope of the implementation (i.e., number of teams), key reasons for implementing Scrum, challenges and successes of the implementation, and concrete data that demonstrates the impact.
 - If you chose this option, you will have an opportunity to present your case study during a Train the Trainer course and get feedback from peers in the class.
- Option 3 - Podcast

³We do, however, encourage you to familiarize yourself with how to present yourself on video before the Train the Trainer course.

- Please submit a 7-10 minute .mp3 audio recording of you presenting the case study. The presentation must include enough context to stand alone without supplemental visual material, though you may optionally include supplemental visual content in a downloadable format (.pdf, .jpg, .png).
- The audio recording should include a detailed description of the context in which the engagement occurred, including but not limited to: the industry, size of the organization, scope of the implementation (i.e., number of teams), key reasons for implementing Scrum, challenges and successes of the implementation, and concrete data that demonstrates the impact. The submission should be production-ready and in a publishable state.
- If you chose this option, you will have an opportunity to present your case study or play the recording during a Train the Trainer course and get feedback from peers in the class.

4 Demonstration of Training Expertise

Please note that both paths to LST may require additional co-training or work if you do not meet or exceed standards.

- Option 1 - Train the Trainer
 - Applicants who choose this option must attend a Licensed Scrum Trainer 'Train the Trainer' course to become a Licensed Scrum Trainer. The Train the Trainer courses are invite-only (based on acceptance of the applicant's case study) and will be limited to 12 applicants per course. The course is five days and culminates in a public LSM, LSPO, or both, which LST applicants in attendance will co-teach to get hands-on experience with the Licensed Scrum curriculum.
 - Trainers will be evaluated on their performance and will be given feedback and opportunities to iteratively improve throughout the course of the public training. Applicants who do not meet or exceed standards during the Train the Trainer course will not be able to repeat the course and will have to pursue the apprenticeship path.
 - The cost for attending the Train the Trainer course is \$2,500⁴.
 - Contact licensedscrum@scruminc.com to learn more about upcoming Train the Trainer opportunities.
- Option 2 - Apprenticeship
 - Applicants who choose this option must successfully complete at least three co-trainings, including at least one LSM and one LSPO. One of the three required co-trainings must be with an LST-Fellow.⁵
 - Applicants who choose this option must submit the following:
 - * Date of co-trainings, names of LST co-trainers, course type (note: you must co-train with at least two current LSTs, one of whom must be an LST-Fellow; you must also co-teach at least one LSM and one LSPO).
 - * Feedback from LST co-trainers and a statement on how you have incorporated, or will incorporate, that feedback in subsequent trainings.

5 Content Contribution

The Licensed Scrum Program is dedicated to enabling the successful adoption of Scrum. To that end, LST applicants are required to contribute at least one piece of content. Content contributions should be submitted to licensedscrum@scruminc.com. Content from accepted LST applicants will be released under [Creative Commons \(CC4 BY-SA\)](#) and shared back with the community.

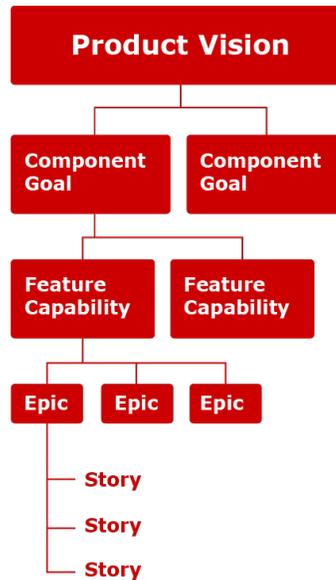
- Option 1 - Backlog Decomposition Example

⁴Please note that this fee does not include the annual LST license fee which is due upon graduation from the LST program.

⁵To learn more about the LST-Fellows, contact licensedscrum@scruminc.com.

- Applicants who choose this option must submit one real world example (sensitive details may be anonymized) of the decomposition of a Product Backlog Item (PBI) from the perspective of the Executive MetaScrum to the perspective of the team doing the work.

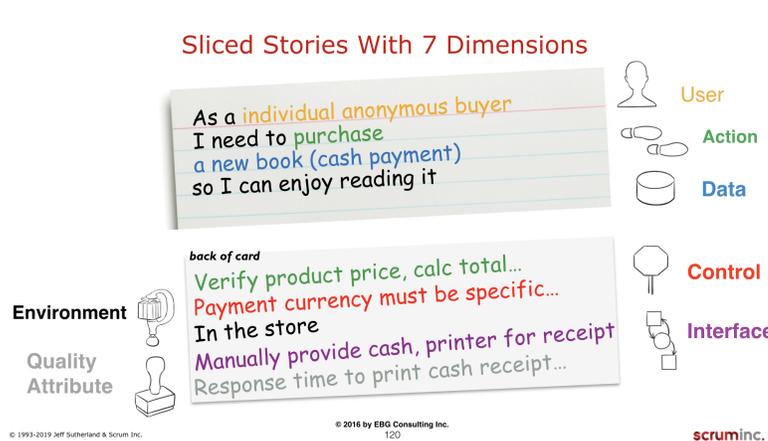
Example:



• Option 2 - Story Slicing Example

- Applicants who choose this option must submit at least three challenging real world example (sensitive details may be anonymized) of a PBI being sliced.

Example:



6 Code of Conduct

LST applicants must successfully demonstrate an understanding of the LST Code of Conduct. This can be accomplished by successfully passing a short exam that will be made available to you once your content contribution and case study have been submitted.

As ambassadors of the Scrum Framework and the Agile Movement itself, Licensed Scrum Trainers must endeavor to embody the Scrum Values in all of their interactions with other trainers, students, and the Agile community at large. LSTs are expected to welcome students of all backgrounds and identities and may not refuse access to their courses or training by paying customers without reasonable cause. LSTs are expected to make a good faith effort to avoid creating environments in which individuals feel threatened or unsafe. Failure to uphold the LST Code of Conduct may result in the loss of your Trainer Credential at Scrum Inc.'s sole discretion and may also be grounds for Scrum Inc. declining to renew your credential after it expires.

Licensed Course Requirements

Licensed Scrum Master and Product Owner courses must meet the following requirements:

- 14-hours of live interactive instruction time.
- Course instruction achieves all the Learning Outcomes ([LSM](#), [LSPO](#)).

LSTs may use their own instructional materials, or Scrum Inc.'s, in the delivery of the LSM and LSPO classes. All references and sources of information used in your courses must be properly cited, and citations provided to students.⁶ Regardless of which materials are used, Scrum Inc. branding will be included in a manner meant to clearly indicate the LSM and LSPO programs are Scrum Inc. programs.

Student Certification Fees for LSM and LSPO Courses

There is a per-student license fee billed to the LST for each student that attends their Licensed course. Students will be able to renew their Licensed credential annually. License and renewal fees will be assessed based on the GDP per capita of the legal residence of the student⁷, as per the table below:

Legal Residence of Student	License Fee	Renewal Fee
Top 100 GDP per capita	\$50 (USD)	\$50 (USD)
Below top 100 GDP per capita	\$25 (USD)	\$25 (USD)

For every 50 students trained, Scrum Inc. will provide copies of [The Scrum FieldBook](#) for all students in a future class of your choice.

The LSM and LSPO exams are administered online by Scrum Inc. and are composed of 30 multiple-choice questions. The exam can be taken in several languages⁸ and will be made available to students at the end of the course via a unique self-sign-on code. Students must complete the exam within 30 days of the course end-date with a passing score is 75% to earn their license. Students will have up to two attempts to pass the exam. Once started, there is no session time limit for the exam, and all progress will be saved.

Marketing and Business Development

There are no price controls on offering the LSM and LSPO courses. The LST is free to arrange pricing with clients with no restrictions. This is intended to help determine a competitive price point relative to competing Scrum certifications within a given market, while also reflecting the value of the Scrum Inc. brand.

Scrum Inc. grants LSTs a limited non-transferable use license for Scrum Inc.'s copyrighted training materials, logos and branding in the pursuit of teaching Licensed courses.

⁶See attribution under [Creative Commons \(CC4 BY-SA\)](#).

⁷Based on [World Bank Data](#).

⁸We currently support examination in English, Spanish, Japanese, Thai, German, and Portuguese, and strive to continue expanding our language capabilities.

Student Renewals

The Licensed Scrum program endeavors to keep individuals at the leading edge of high-performing Scrum practice and current on the latest insights and patterns from the field.

LSM and LSPO credentials are valid for one year following successful completion of the course and associated exam, after which time students can renew their license for a fee as outlined above. The renewal process includes a minimal re-examination to demonstrate the student's retention of Scrum knowledge and an opportunity for students to reflect on their experiences and results with Scrum over the previous year. Passing rate for the renewal exam is 75% and students will have up to two attempts to pass.

LSM and LSPO credentials will include a "Good Through" date and an "LSX Since" date so that students know when their renewal is due and to note their seniority and longevity in the program.

Trainers who achieve a 50% or better rate of renewal among students will earn an exclusive badge which will be displayed on the public course listing page as well as on their public profile page.

LST Renewals

Trainer credentials are valid under the terms above for one-year from the date of issuance. You must renew your Licensed Scrum Trainer credential within one calendar month of the expiration date. If you do not renew your credential within one calendar month, you may be required to repeat some or all of the application process at the discretion of Scrum Inc. You may not teach any licensed classes without an active credential.

To be eligible for renewal you must meet the following criteria before your renewal date:

- Submit an experience report from the previous 12 months which demonstrates how you have helped teams, individuals, and/or organizations improve performance. This can be demonstrated through:
 - Case Study (see above under 'Demonstration of Impact')
 - Character Report or Testimonial from a client.
- Co-train at least once during the previous calendar year with another LST who holds a current credential at the time of the co-training. You must provide the following information:
 - Name of co-trainer
 - Date of co-training
 - Course type
 - Was your co-trainer current with the latest Licensed Scrum Learning Objectives and insights from the field?
 - What feedback did you provide your co-trainer to help them improve?
 - What feedback did you receive from your co-trainer to help you improve?
 - How will you act on that feedback?
- Pay the annual license fee of \$5,000 (If you train a minimum of 200 students during the previous calendar year, this requirement for renewal will be waived and you will not have to pay the fee).

The terms and conditions of the Licensed Scrum Trainer program are subject to change

As with all things in Scrum, this program is apt to evolve over a series of iterations. Thus, the terms and conditions are subject to change at Scrum Inc.'s discretion. If you wish to desist from participating as the program evolves there are no penalties. Either party can end their participation in the LST Program at any time.