

Career Development Credentialing

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The Center for Credentialing & Education

an affiliate of the National Board for Certified Counselors



Center for Credentialing & Education, Inc.

- ❑ The Center for Credentialing and Education® is an affiliate of the National Board for Certified Counselors
- ❑ Was Incorporated in 1997 as a not-for-profit



The Career Development Facilitator was the Center's first credentialing project

Definitions

- ❑ Certification – The formal recognition of individuals meeting standards of training and professional practice.
- ❑ Accreditation – The formal recognition of institutions achieving rigorous standards
- ❑ Credentialing – Giving formal recognition to individuals or institutions. Certification and accreditation are both forms of credentialing.

Some global regions use the term "certify" to designate institutions meeting high standards in teaching and use "accredit" to designate individuals who attain high standards

Curriculum and Credential Development

- ❑ In the mid 1990's, it was recognized that official credentialing was needed for career guidance practitioners from varied educational and employment backgrounds.
- ❑ The Global Career Development Facilitator credential was created to promote quality career guidance services by identifying practitioners who have met substantial requirements for training, experience and supervision.

Competencies for GCDFs

1. Helping Skills
2. Labor Market Information and Resources
3. Assessment
4. Diverse Populations
5. Ethical and Legal Issues
6. Career Development Models
7. Employability Skills
8. Training Clients and Peers
9. Program Management/Implementation
10. Promotion and Public Relations
11. Technology
12. Consultation

Original CDF Curriculum

4 modules of 30 clock hours

**All 12 CDF competencies were covered in
120 classroom hours**





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Multi-Country Collaboration

- An initiative to improve the quality of career guidance services through the development of a world-wide credential for career guidance practitioners.**

- Current country-specific certifications in:**
 - Japan
 - New Zealand

Several others under development

Career Guidance Service Variability

GCDF competencies need to be:

- ❑ country-specific (reflecting national circumstances)
- ❑ general (reflecting core elements of generally accepted guidance practice among nations)

GCDF-United States Requirements

- combination of education and experience

Highest Educational Level Completed	Experience in the GCDF competency areas
Graduate Degree	1,400 hours (about 1 year)
Bachelor's Degree	2,800 hours (about 2 years)
Two Years of College	4,200 hours (about 3 years)
High School Diploma	5,600 hours (about 4 years)

Requirements Continued –

- Proof of completion of a 120 hour CCE accredited curricula by an approved instructor

- Ethics Attestation

The Provisional GCDF Status

Two ways to meet provisional requirements:

Not yet completed 120 hour required training	Must document the required combination of education and experience. This option allows the applicant two years to complete the required training
Lacking experience hours in the GCDF competency areas	Must show proof of successful completion of the required 120 hour training. This applicant must be able to document the required hours of experience within the two year time frame.

Requirements for Maintaining Certification

- ❑ Adherence to the GCDF Code of Ethics
- ❑ Continuing Education/ Recertification – 75 hours of training in the GCDF competency areas over a five year certification period
- ❑ Annual Maintenance Fee

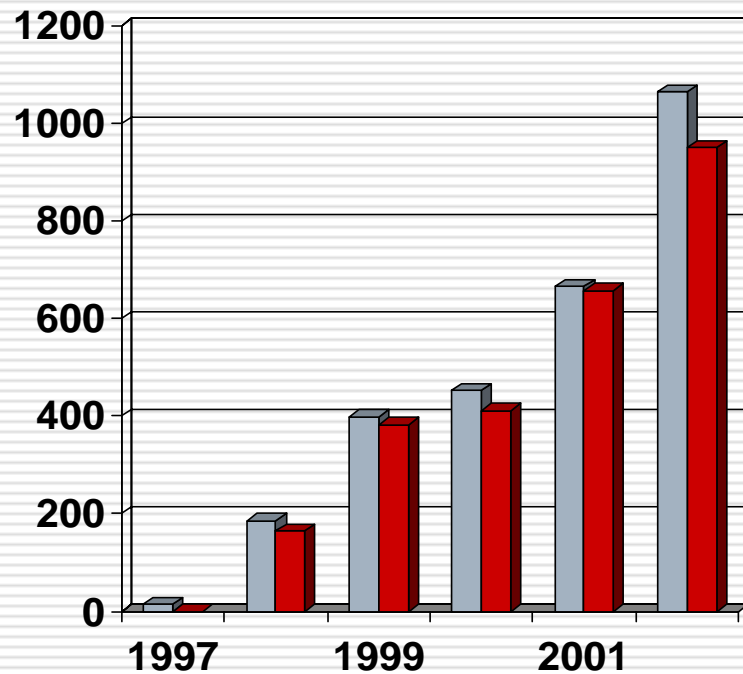
Some benefits of GCDF Certification

- National/International
- Portable
- Marketable Credential
- Professional Recognition
- Clarifies the Scope of Practice for the Professional
- Sets an International Standard



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U.S. GCDF Statistics



□ Annual certifications continuing to grow as more Instructors and Master Instructors are trained

■ Applicants
■ Certificants

As of November 1, 2003:

3857 total GCDF applicants and

3187 active certificants

CCE 5 Year Review



•**Goal to update, enhance and modify current competencies while answering:**

- 1) What are the similarities and differences in the functioning of the GCDF in relation to other key guidance practitioners in different countries?
- 2) How does the respective training of GCDFs and other career guidance practitioners influence the work of these practitioners?
- 3) How do the work behaviors of the GCDF match the career development needs of citizens in his or her respective countries?

For more information...

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