



賽馬會  
**鼓掌·創你程計劃**  
CLAP for Youth@JC  
Career & Life Adventure Planning

# Lighting the Way: Professional Standards in Career Services



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# Agenda



- Introduction
- Professional Standards Defined
- Shared Language in Career Development
- Overview of Global Career Development Standards
- Themes from Professional Standards
- Integration of Theory, Practice, and Research
- NCDA Credentials
- Takeaways



# Setting the Stage



- Seth Hayden – Wake Forest University
  - Associate Professor of Counseling
  - Program Coordinator of Clinical Mental Health Program
    - <https://counseling.graduate.wfu.edu/faculty-staff/dr-seth-hayden/>
  - President of National Career Development Association – United States
    - [www.ncda.org](http://www.ncda.org)
  - Senior Research Associate
    - Florida State University Tech Center
      - <https://www.career.fsu.edu/tech-center>



# Professional Standards in Career Services

- Professional Standards Defined - (Career Industry Council of Australia, 2019)
  - Systems and procedures that define the career industry, its membership and services.
  - Guide entry into the field by providing a foundation for training and qualifications
- Career Services are delivered by people with a variety of backgrounds working in a wide-range of settings and having a broad range of professional preparation.
  - Career Practitioners



# Vocabulary of Career Practitioners

- Important to develop a common language to facilitate globalization of training practices (Niles & Karajic, 2008).
  - Career Development – lifelong psychological and behavioral processes and contextual influences shaping one’s career over the lifespan.
  - Career Development Intervention – any activities that empower people to cope effectively with career development tasks.
  - Career Counseling – formal relationship in which a professional counselor assists a client or group of clients to cope effectively with career concerns.
  - Career Coaching – coach serve as a personal consultant to an individual seeking to deal with work related concerns.
  - Career Education – systematic attempt to influence the career development of student.
  - Career Development Programs – systematic program of coordinated information and experiences designed to facilitate individual career development.



# Professional Standards in Career Services

- *International Centre for Career Development and Public Policy*
  - 2019 Communique – “Ensure that career development professionals are highly trained and supported to continue to innovate and develop their practice.”
  - <https://www.kompetansenorge.no/iccdpp2019/key-outcomes/Communique-2019/>
- *Australia – Career Industry Council of Australia Professional Standards*
  - <https://cica.org.au/professional-standards/>
- *Asia Pacific Career Development Association Career Services Competences*
  - [https://apcda.wildapricot.org/resources/Documents/Ethics\\_Standards/APCDA\\_Competencies.pdf](https://apcda.wildapricot.org/resources/Documents/Ethics_Standards/APCDA_Competencies.pdf)
- *National Career Development Association – Minimum Competencies for Multicultural Career Counseling and Development*
  - [https://www.ncda.org/aws/NCDA/asset\\_manager/get\\_file/26627](https://www.ncda.org/aws/NCDA/asset_manager/get_file/26627)
- *Canadian Standards and Guidelines for Career Development Practitioners*
  - <https://career-dev-guidelines.org/the-standardsguidelines/core-competencies/>
- *International Association for Educational and Vocational Guidance (IAEVG)*
  - <https://iaevg.com/Framework>



# Themes from Professional Standards



- Focus on necessary knowledge, skills, and attitudes needed for competent provision of services for a diverse population.
- Interpersonal skills are essential to competence practice.
- Qualifications for career practitioners (e.g. certifications, training).
- Emphasize the benefits of career theory in practice.
- Technological competence important to innovative career services.



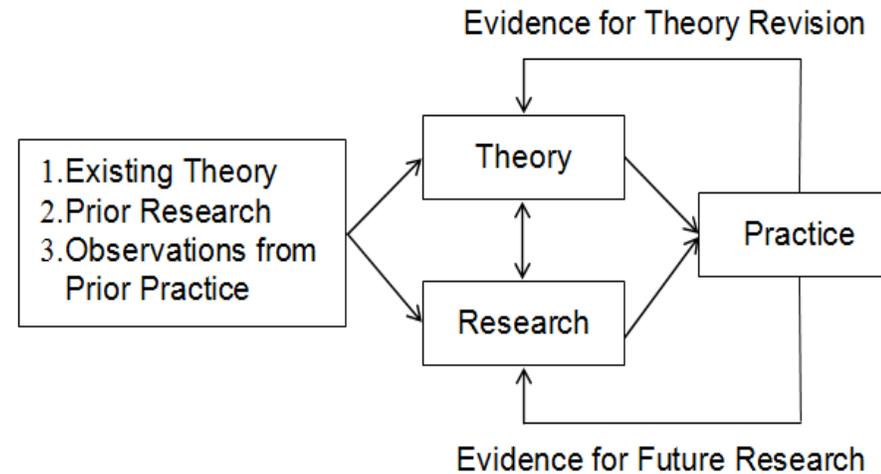
# Themes from Professional Standards



- Differentiated delivery of services such as individual and group modalities.
  - Depending on the needs of those we serve.
- Career assessments are integral to career services requiring an understanding of their strengths and limitations.
- Importance of knowing and applying credible labor market information.
- Engage in ethical practice via various codes of ethics.



# Integrating Aspects of Career Development



(Sampson, et al., 2014)

- Theory guides research by informing the formulation of research questions, creating measures of various constructs, and interpreting the results.
- Theory also guides research on career interventions by similarly supporting research questions, measures, and interpretation of findings.
- Theory guides practice by helping practitioners better understand individuals' concerns; creating appropriate interventions; and developing theory-based assessments, information, and instruction.



# Integrating Aspects of Career Development



- Research is used in creating and validating new theory.
- Research also contributes to practice by providing an evidence base for improving career interventions.
- Observations from practice support ongoing theory revision and provide evidence to further guide future research.





<https://www.ncda.org/aws/NCDA/pt/sp/credentialing>

**Certified Career Services Provider (CCSP)** -- a credential for individuals from an array of backgrounds, to deliver services and demonstrate core competency in the field of career services.

**Certified Master of Career Services (CMCS)** – recognizes the contributions of professionals who have mastered a variety of coaching, advising, and consulting roles in the field of career services.

**Certified Career Counselor (CCC)** – the new standard of professional excellence for individuals trained as counselors, who will specialize in the delivery of career counseling services

**Certified Clinical Supervisor of Career Counseling (CCSCC)** – a new professional credential to recognize the contributions of individuals who serve as clinical supervisors to career counselors and other practitioners who provide career services

**Certified Career Counselor Educator (CCCE)** – a new professional credential intended to recognize the contributions of individuals whose primary focus is on the training of new counselors who will specialize in the field of career counseling

**Certified School Career Development Advisor (CSCDA)** - this credential is intended for providers who work in the K-12 sector (children and youth ages 5 – 18) to ensure students are prepared for meaningful work and high-demand careers. Individuals may work with other staff to coordinate the design, implementation, and monitoring of school and community based efforts to improve the chances of students entering the job market with skills, knowledge, and credentials to be competitive



# Concluding Thoughts

- Professional Standards offers guidance on the essential elements of career development.
  - Knowledge, skills, and attitudes
- Integrating the essential elements indicated by professional standards enhance the provision of career services.
- Credentials demonstrate competence in career service provision.



