



## NB CERTIFIED CAREER DEVELOPMENT PRACTITIONER

### BACKGROUND

In Canada, there are two separate processes with respect to certification – one for Career Development Practitioners and the other for Career Counsellors. While there is overlap in these roles, the scope of practice, the requisite competencies and road to certification are distinct.

- **Career Counsellors:**, Nationally, the Canadian Counselling and Psychotherapy Association (CCPA) offers the Canadian Certified Counsellor (CCC), a national non-regulatory designation for counsellors (not limited to career counsellors) who have a Master's degree in Counselling.
- **Career Development Practitioners (CDPs):** There is no formal educational program offered through post-secondary institutions in NB for training specifically in the duties of CDPs. At this point in time, many professionals working in the Career Development field in NB have no formal recognition of their skills and knowledge through certification. This leaves us vulnerable as a field – our professional identity is weakened and the public, policy-makers and funders remains unclear about who we are and what we have to offer.

### WHAT DOES PROVINCIAL CERTIFICATION LOOK LIKE NATIONALLY?

A number of provinces (Alberta, British Columbia, Nova Scotia and Ontario) are in the process of developing or have already formally launched a certification process. The Canadian Council for Career Development (CCCD), of which NBCDAG is a member, is working towards reciprocity between Provinces. This would mean that NB Certification would be accepted in other Provinces with professional CDP certification. This will contribute to increased professional cohesion and CDP mobility nationally.

### NEW BRUNSWICK CERTIFIED CAREER DEVELOPMENT PRACTITIONER

NBCDAG is seen as the most appropriate organization to manage the certification in a way that reflects the priorities and needs of its membership and the Career Development community. There are many CDPs with years of experience who should be recognized for their competence regardless of their formal educational background. The goal is to be inclusive of existing CDPs, making sure that NB's certification formally recognizes applicable training and experience. A Certification Committee, led by NBCDAG, but made up of diverse stakeholders, and, in consultation with the broader CDP field, has agreed upon Certification criteria and an application process. Please refer to the following documents for further details. They can be found under the "Certification" tab on the NBCDAG Website at <http://www.nbcdag-gadcnb.ca/>

**Note:** This list should match the list in the in the application instructions document, and have the link beside them

- Certification Overview
- [Benefits of Certification](#)
- [Certification Criteria for Career Development Practitioners](#)
- [Guide to Compulsory Courses](#)
- [Instructions for completing the application](#)
- [Application for Certification](#)
- [Checklist for Application](#)
- [Code of Ethics](#)
- [Renewal Criteria](#)

Certification is voluntary. There is no need to be certified in order to practice as a CDP. It is intended as a benefit to those who are interested in a more formal recognition of their skills and knowledge, the enhancement of their professional Identity, thereby raising the professional profile of the Career Development field

We encourage you to take advantage of this opportunity. If you are interested, please refer to the documents listed above for further information.