

NCDA Career Services Practitioner Comparison Chart

The detailed information presented in this chart represents the education, depth of experience, professional credentials, professional affiliations, work settings that are common for the practitioners listed.

NCDA Credential (national)	Certified Career Counselor (CCC)	Certified Master of Career Services (CMCS)	Certified Career Services Provider (CCSP)	Certified School Career Development Advisor (CSCDA)
Required Education	A graduate (Master's, Specialist or Doctoral) degree in counseling, psychology, student personnel services, or a related discipline. Degree programs must cover 8 core graduate level courses.	A Bachelor's or graduate (Master's, Specialist or Doctoral) degree in a variety of disciplines such as psychology, education, workforce development, organizational development, business administration, and human resources.	No minimum level of education required. However, many CCSP's have earned a Bachelor's degree in a variety of disciplines. Some have also earned a graduate degree.	No minimum level of education required. However, many CSCDA's have earned a Bachelor's degree in a variety of disciplines. Some have also earned a graduate degree.
Specialized Training	NCDA's Facilitating Career Development Certificate in lieu of required experience		NCDA's Facilitating Career Development Certificate is required.	NCDA's School Career Development Advisor Certificate is required.
Required Experience in the Field of Career Services	Minimum of 600 hours of clinical experience in career counseling, pre or post graduate degree, under the supervision of a career counselor OR Minimum of 60 hours of approved continuing education units in career development research, theory, or practice through NCDA, NCDA State Associations, or NBCC Approved.	A minimum of 5 years with a Graduate degree or 7 years with a Bachelor's degree	No minimum level of experience required.	No minimum level of experience required.
Common Professional Association Memberships (and corresponding ethical standards)	NCDA (and state affiliate) and may also be a member of the National Board for Certified Counselors, American Counseling Association (ACA) or American Psychological Association (APA) and state affiliates of ACA and APA	NCDA (and state affiliate) and may also be a member of the International Coach Federation (ICF), the Center for Credentialing and Education (CCE), Society for Human Resource Management (SHRM) and an association for professional resume writers (PARW or NRWA)	NCDA (and state affiliate) and may also be a member of the International Coach Federation (ICF), the Center for Credentialing and Education (CCE), Society for Human Resource Management (SHRM) and an association for professional resume writers (PARW or NRWA)	<ul style="list-style-type: none"> NCDA (and state affiliate) and may also be a member of the American School Counselor Association, the American Counseling Association, the National Board for Certified Counselors, the Association of Child and Adolescent Counseling

Work Settings	Higher Education, Non-Profits, Agencies, and Private Practice	Higher Education, Non-Profits, Agencies, and Private Practice	Higher Education, Non-Profits, Agencies, and Private Practice	K-12 Public and Private Schools
Possible Additional Related Credentials held by Practitioners	Licensed Counselor (state), Licensed Psychologist (state), Certified Rehabilitation Counselor (national), National Certified Counselor, Certified Resume Writer	Professional Coach (MCC/PCC/ACC), Board Certified Coach (BCC), Professional in Human Resources (PRH), SHRM Certified Professional, Certified Resume Writer	Professional Coach (MCC/PCC/ACC), Board Certified Coach (BCC), Professional in Human Resources (PRH), SHRM Certified Professional, Certified Resume Writer	Practitioners with a graduate degree may also be credentialed as a National Certified School Counselor (NCSC) and/or a state Certified School Counselor.