

Focus

To evaluate the effectiveness of NCDA's credentialing program.

Method

With NCDA's assistance I surveyed over 2,300 credential holders. The questions (attached) asked credential holders to:

1. Choose the credential(s) they hold
2. Rank order the following in terms of the value of the NCDA credential
 - a. To validate my skills, knowledge & experience
 - b. To convey my quality/competency to the public
 - c. To be competitive for career roles
 - d. To enhance my professional profile
 - e. Other (please explain)
3. Rate the difficulty in navigating the following barriers
 - a. Anxiety surrounding process
 - b. Perceived need for a credential
 - c. Finding continuing ed opportunities
 - d. Associated cost to complete/maintain
 - e. Perceived value of a credential
 - f. Associated time to complete/maintain
4. Share thoughts on the overall effectiveness of the NCDA credentialing program

Results

132 individuals filled out the survey. Of those, some held and evaluated multiple credentials resulting in 150 data sets spread over the six credentials. Certified Career Services Providers (CCSP) and Certified Career Counselors (CCC) had the highest proportional responses of those credential holders. Response rates for the others were low. I have chosen not to summarize that data out for that reason. Key takeaways from the data (attached) include the following:

Certified Career Services Providers (CCSP)

- 75 evaluations
- Ranked *To validate my skills, knowledge & experience* and *To convey my quality/competency to the public* as top values of the CCSP credential
- Ranked *Finding continuing ed opportunities* and *Associated cost to complete/maintain* as the most difficult barriers to navigate for the CCSP credential

Certified Career Counselors (CCC)

- 49 evaluations
- Ranked *To validate my skills, knowledge & experience* and *To convey my quality/competency to the public* and *To enhance one's professional profile* as top values of the CCC credential
- Ranked *Finding continuing ed opportunities* and *Associated cost to complete/maintain* and as the most difficult barriers to navigate for the CCC credential

Qualitative feedback from the last survey question regarding thoughts on overall effectiveness of NCDL credentialing program was very positive with some critical feedback as well. The critical feedback was very related to the perceived difficulty in navigating the barriers identified in question three—cost and finding CEUs.

A brief sample of feedback:

- Good, I understood the process to get the credential, having a hard time to find cost effective ways to maintain
- There are too many NCDL credentials. CCC should require skills from CCSP. Should allow CEUs earned for certified rehabilitation counselor CRC, a profession providing vocational counseling to folks with disabilities, to apply to CCC.
- There is inconsistency in the requirements for each credential. Needs to be more free/affordable CEU options to help people keep their credential. Many people have to pay out of pocket for CEUs. Courses for some of the credentials need to be offered more than once a year. Possibly include some free sessions post conference that could be used for CEUs. Market the credentials/services of career counselors better both to the public and the target audience. Add NCDL name to more applied surveys that are widely published to the public not just academic journals.
- It is good for me to have the credential, but unfortunately I do not use the skills obtained through my credentialing in my current job. Continuing Ed credentials are hard to find and can be quite expensive as my current employer cannot reimburse me for many of them, we have training \$ limits, so much of it needs to come out of my pocket. Also many of the trainings do not relate to what I do out in the field. I would like to see more trainings about current trends for jobseekers (resumes, interviewing skills, navigating ATS systems, networking, etc.) those would be more applicable to what I do personally.
- It was hard to find a program and the assignments weren't all that enlightening. I think an online version of credentialing would be better and better to have a more organized way to select training programs and trainers. Also, the cost would have been prohibitive if my company did not agree to help. Also, the CE credits needed to maintain credentials seems a little excessive. I work as a career adviser in higher ed and my company can't afford professional development-- there should be more free webinars offered by NCDL to help get the CE's needed. I feel the process is very restrictive and yet very hands off once you finish your credential.

Recommendations

Based on the survey data, I recommend the following for consideration:

- Streamlining the application process to be more consistent. Consider requiring case studies for all credential applications.
- Offer and promote relevant continuing education at a variety of price levels. Consider offering free CEUs where possible to address cost constraints.
- Consider lowering the number of CEUs required annually to address cost constraints.



Default Question Block

Which NCCA credential(s) do you hold?

- Certified Career Services Provider (CCSP)
- Certified Master of Career Services (CMCS)
- Certified Career Counselor (CCC)
- Certified Clinical Supervisor of Career Counseling (CCSCC)
- Certified Career Counselor Educator (CCCE)
- Certified School Career Development Advisor (CSCDA)

loop block

CURRENTLY EVALUATING: $\{\text{Im}://\text{Field}/1\}$

Please rank order the following in terms of the value of the NCCA credential you identified above. Click and drag the options below.

- To validate my skills, knowledge & experience
- To convey my quality/competency to the public
- To be competitive for career roles
- To enhance my professional profile
- Other (please explain)

CURRENTLY EVALUATING: $\{\text{Im}://\text{Field}/1\}$

A recent membership survey addressed challenges regarding attaining an NCDA credential. Looking back on your experience with the process, how would you rate the difficulty in navigating the following barriers? Please rate (1-6) with #1 being the most difficult to navigate.

	1	2	3	4	5	6
Anxiety surrounding process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perceived need for a credential	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding continuing ed opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Associated cost to complete/maintain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perceived value of a credential	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Associated time to complete/maintain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Block 2

Please share your thoughts on the overall effectiveness of the NCDA credentialing program.

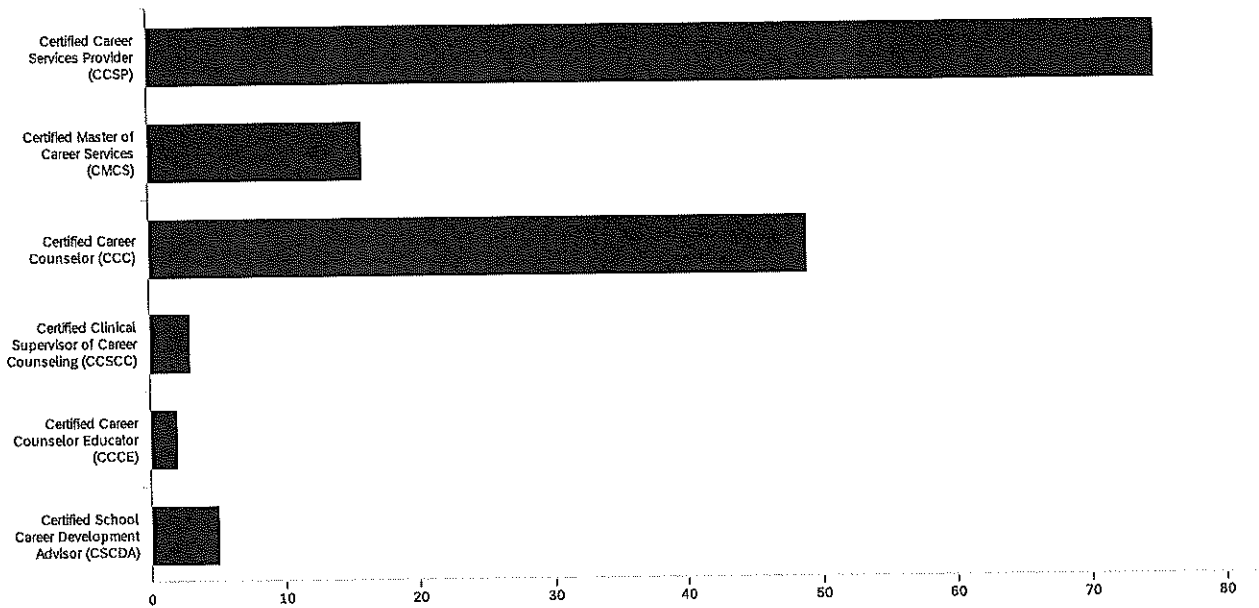
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Default Report

NCDCA Credential Holder Survey

January 3, 2022 2:42 PM MST

Q1 - Which NCDCA credential(s) do you hold?



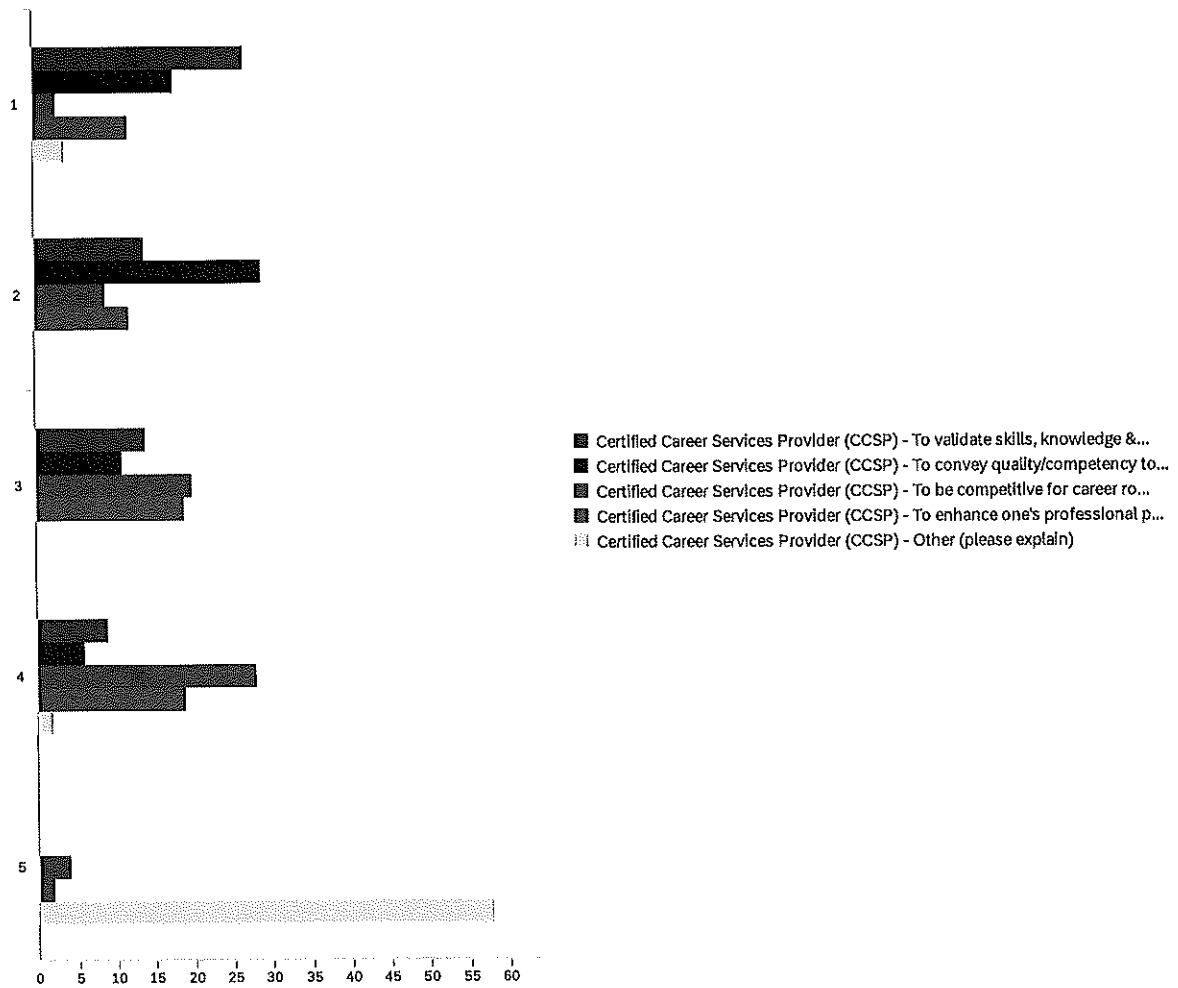
#	Field	Choice Count
1	Certified Career Services Provider (CCSP)	50.00% 75
2	Certified Master of Career Services (CMCS)	10.67% 16
3	Certified Career Counselor (CCC)	32.67% 49
4	Certified Clinical Supervisor of Career Counseling (CCSCC)	2.00% 3
5	Certified Career Counselor Educator (CCCE)	1.33% 2
6	Certified School Career Development Advisor (CSCDA)	3.33% 5

150

Showing rows 1 - 7 of 7

1_Q2 - CURRENTLY EVALUATING: [Field-1] Please rank order the following in terms of

the value of the NCSA credential you identified above. Click and drag the options below.



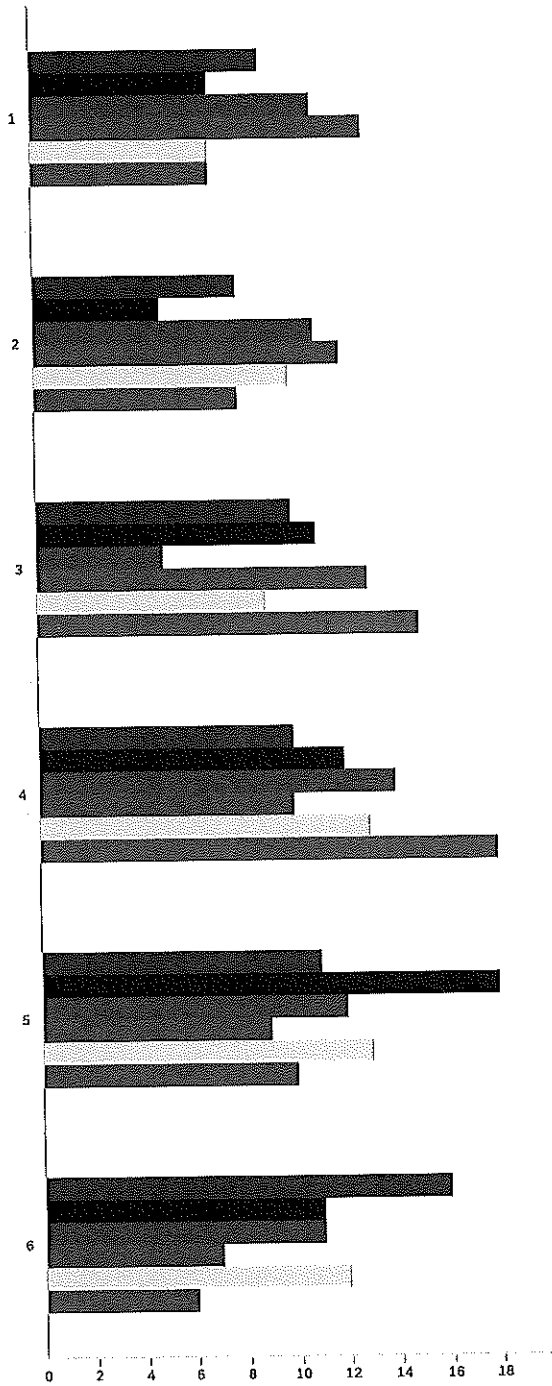
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified Career Services Provider (CCSP) - To validate skills, knowledge & experience	1.00	4.00	2.08	1.09	1.20	64
2	Certified Career Services Provider (CCSP) - To convey quality/competency to the public	1.00	4.00	2.08	0.91	0.82	64
3	Certified Career Services Provider (CCSP) - To be competitive for career roles	1.00	5.00	3.33	0.95	0.91	64
4	Certified Career Services Provider (CCSP) - To enhance one's professional profile	1.00	5.00	2.80	1.15	1.32	64

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
5	Certified Career Services Provider (CCSP) - Other (please explain)	1.00	5.00	4.72	0.98	0.95	64

#	Field	1	2	3	4	5	Total
1	Certified Career Services Provider (CCSP) - To validate skills, knowledge & experience	42.19% 27	21.88% 14	21.88% 14	14.06% 9	0.00% 0	64
2	Certified Career Services Provider (CCSP) - To convey quality/competency to the public	28.13% 18	45.31% 29	17.19% 11	9.38% 6	0.00% 0	64
3	Certified Career Services Provider (CCSP) - To be competitive for career roles	4.69% 3	14.06% 9	31.25% 20	43.75% 28	6.25% 4	64
4	Certified Career Services Provider (CCSP) - To enhance one's professional profile	18.75% 12	18.75% 12	29.69% 19	29.69% 19	3.13% 2	64
5	Certified Career Services Provider (CCSP) - Other (please explain)	6.25% 4	0.00% 0	0.00% 0	3.13% 2	90.63% 58	64

Showing rows 1 - 5 of 5

1_Q3 - CURRENTLY EVALUATING: [Field-1] A recent membership survey addressed challenges regarding attaining an NCDA credential. Looking back on your experience with the process, how would you rate the difficulty in navigating the following barriers? Please rate (1-6) with #1 being the most difficult to navigate.



- Certified Career Services Provider (CCSP) - Anxiety surrounding process
- Certified Career Services Provider (CCSP) - Perceived need for a credential
- Certified Career Services Provider (CCSP) - Finding continuing ed opportuni...
- Certified Career Services Provider (CCSP) - Associated cost to complete/mal...
- Certified Career Services Provider (CCSP) - Perceived value of a credential
- Certified Career Services Provider (CCSP) - Associated time to complete/mal...

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified Career Services Provider (CCSP) - Anxiety surrounding process	1.00	6.00	3.84	1.75	3.07	64
2	Certified Career Services Provider (CCSP) - Perceived need for a credential	1.00	6.00	3.97	1.56	2.44	64

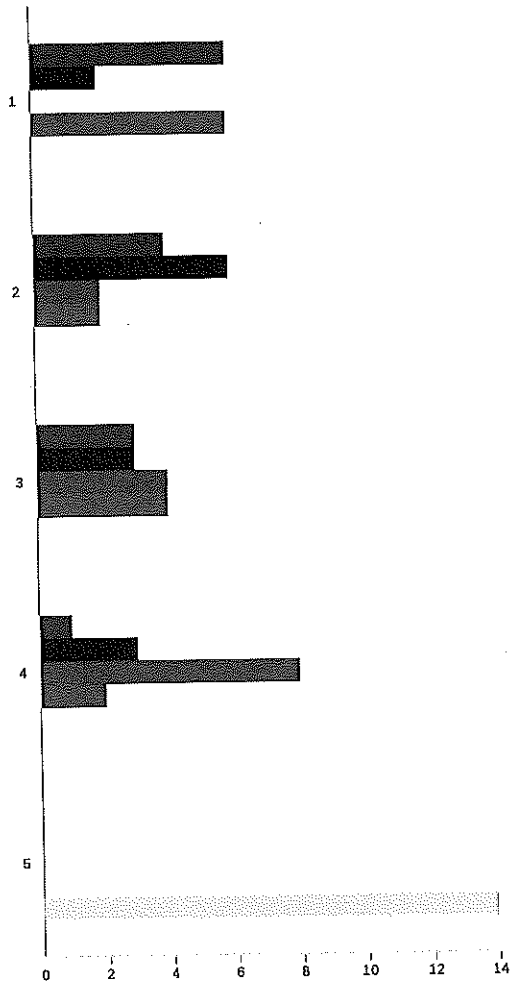
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
3	Certified Career Services Provider (CCSP) - Finding continuing ed opportunities	1.00	6.00	3.59	1.74	3.02	64
4	Certified Career Services Provider (CCSP) - Associated cost to complete/maintain	1.00	6.00	3.17	1.64	2.67	64
5	Certified Career Services Provider (CCSP) - Perceived value of a credential	1.00	6.00	3.80	1.63	2.56	64
6	Certified Career Services Provider (CCSP) - Associated time to complete/maintain	1.00	6.00	3.53	1.42	2.03	64

#	Field	1	2	3	4	5	6	Total
1	Certified Career Services Provider (CCSP) - Anxiety surrounding process	14.06% 9	12.50% 8	15.63% 10	15.63% 10	17.19% 11	25.00% 16	64
2	Certified Career Services Provider (CCSP) - Perceived need for a credential	10.94% 7	7.81% 5	17.19% 11	18.75% 12	28.13% 18	17.19% 11	64
3	Certified Career Services Provider (CCSP) - Finding continuing ed opportunities	17.19% 11	17.19% 11	7.81% 5	21.88% 14	18.75% 12	17.19% 11	64
4	Certified Career Services Provider (CCSP) - Associated cost to complete/maintain	20.31% 13	18.75% 12	20.31% 13	15.63% 10	14.06% 9	10.94% 7	64
5	Certified Career Services Provider (CCSP) - Perceived value of a credential	10.94% 7	15.63% 10	14.06% 9	20.31% 13	20.31% 13	18.75% 12	64
6	Certified Career Services Provider (CCSP) - Associated time to complete/maintain	10.94% 7	12.50% 8	23.44% 15	28.13% 18	15.63% 10	9.38% 6	64

Showing rows 1 - 6 of 6

2_Q2 - CURRENTLY EVALUATING: [Field-1] Please rank order the following in terms of

the value of the NCDA credential you identified above. Click and drag the options below.



- Certified Master of Career Services (CMCS) - To validate skills, knowledge ...
- Certified Master of Career Services (CMCS) - To convey quality/competency t...
- Certified Master of Career Services (CMCS) - To be competitive for career r...
- Certified Master of Career Services (CMCS) - To enhance one's professional ...
- Certified Master of Career Services (CMCS) - Other (please explain)

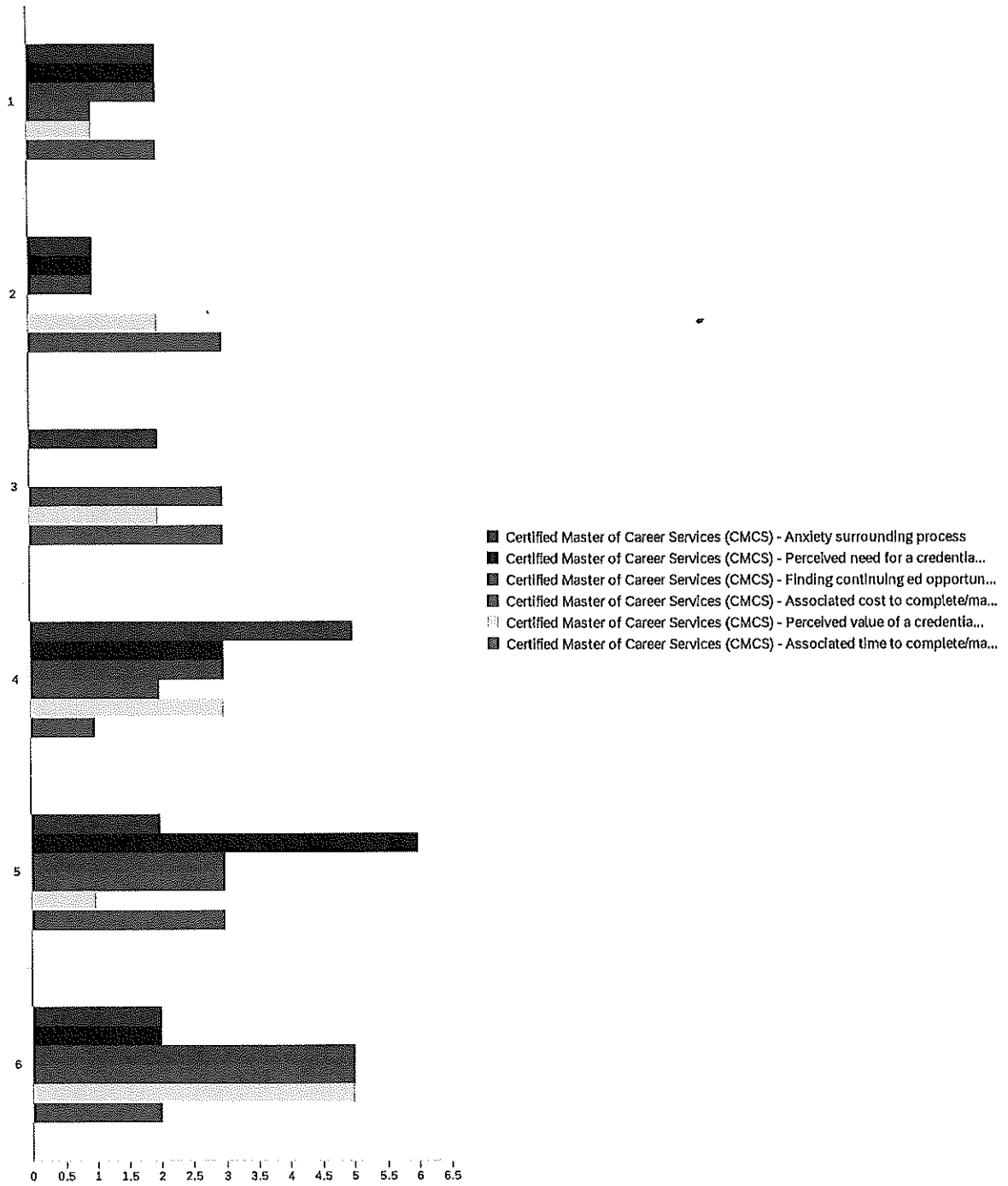
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified Master of Career Services (CMCS) - To validate skills, knowledge & experience	1.00	4.00	1.93	0.96	0.92	14
2	Certified Master of Career Services (CMCS) - To convey quality/competency to the public	1.00	4.00	2.50	0.98	0.96	14
3	Certified Master of Career Services (CMCS) - To be competitive for career roles	2.00	4.00	3.43	0.73	0.53	14
4	Certified Master of Career Services (CMCS) - To enhance one's professional profile	1.00	4.00	2.14	1.12	1.27	14

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
5	Certified Master of Career Services (CMCS) - Other (please explain)	5.00	5.00	5.00	0.00	0.00	14

#	Field	1	2	3	4	5	Total
1	Certified Master of Career Services (CMCS) - To validate skills, knowledge & experience	42.86% 6	28.57% 4	21.43% 3	7.14% 1	0.00% 0	14
2	Certified Master of Career Services (CMCS) - To convey quality/competency to the public	14.29% 2	42.86% 6	21.43% 3	21.43% 3	0.00% 0	14
3	Certified Master of Career Services (CMCS) - To be competitive for career roles	0.00% 0	14.29% 2	28.57% 4	57.14% 8	0.00% 0	14
4	Certified Master of Career Services (CMCS) - To enhance one's professional profile	42.86% 6	14.29% 2	28.57% 4	14.29% 2	0.00% 0	14
5	Certified Master of Career Services (CMCS) - Other (please explain)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 14	14

Showing rows 1 - 5 of 5

2_Q3 - CURRENTLY EVALUATING: [Field-1] A recent membership survey addressed challenges regarding attaining an NCDA credential. Looking back on your experience with the process, how would you rate the difficulty in navigating the following barriers? Please rate (1-6) with #1 being the most difficult to navigate.



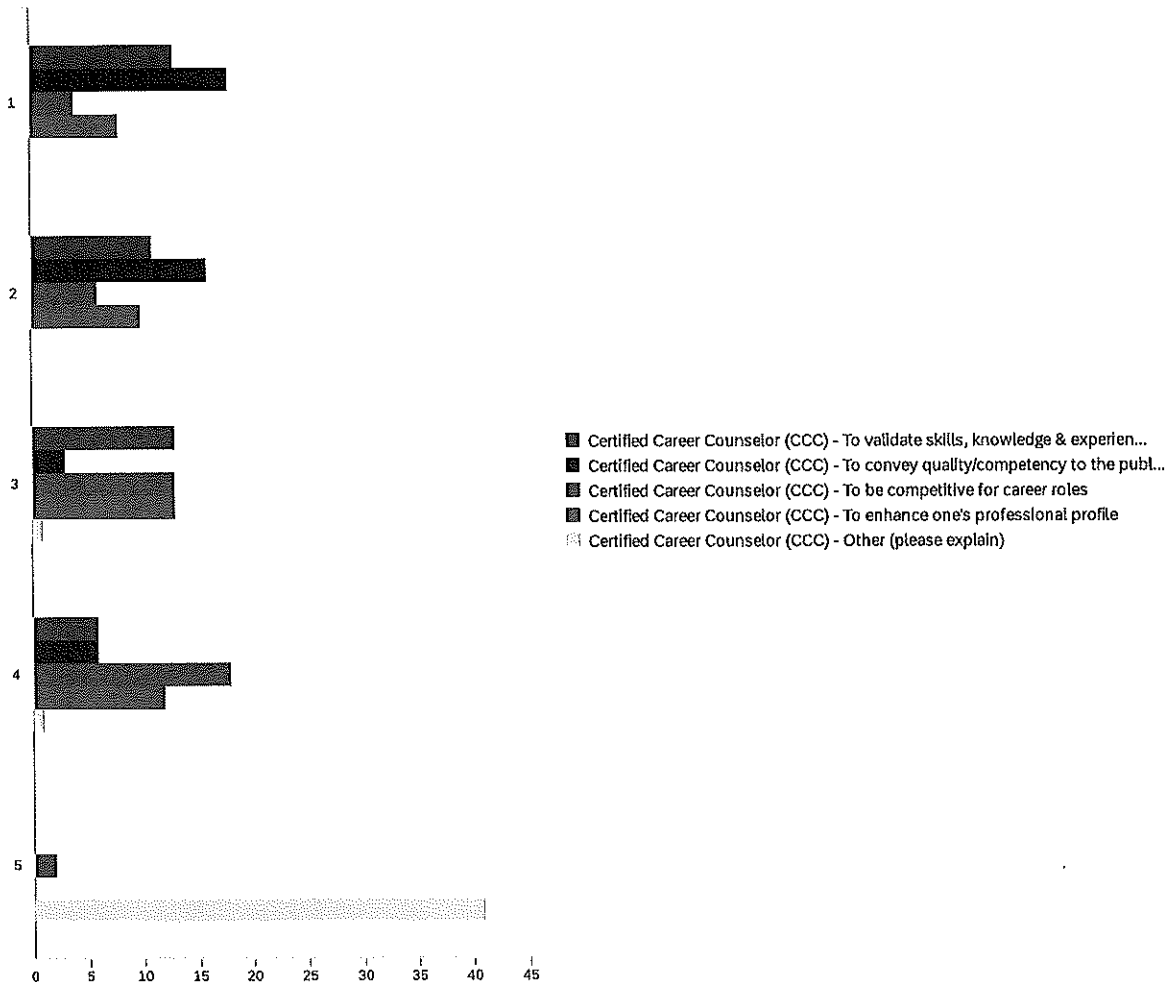
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified Master of Career Services (CMCS) - Anxiety surrounding process	1.00	6.00	3.71	1.53	2.35	14
2	Certified Master of Career Services (CMCS) - Perceived need for a credential	1.00	6.00	4.14	1.60	2.55	14

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
3	Certified Master of Career Services (CMCS) - Finding continuing ed opportunities	1.00	6.00	4.36	1.76	3.09	14
4	Certified Master of Career Services (CMCS) - Associated cost to complete/maintain	1.00	6.00	4.50	1.50	2.25	14
5	Certified Master of Career Services (CMCS) - Perceived value of a credential	1.00	6.00	4.14	1.68	2.84	14
6	Certified Master of Career Services (CMCS) - Associated time to complete/maintain	1.00	6.00	3.43	1.68	2.82	14

#	Field	1	2	3	4	5	6	Total
1	Certified Master of Career Services (CMCS) - Anxiety surrounding process	14.29% 2	7.14% 1	14.29% 2	35.71% 5	14.29% 2	14.29% 2	14
2	Certified Master of Career Services (CMCS) - Perceived need for a credential	14.29% 2	7.14% 1	0.00% 0	21.43% 3	42.86% 6	14.29% 2	14
3	Certified Master of Career Services (CMCS) - Finding continuing ed opportunities	14.29% 2	7.14% 1	0.00% 0	21.43% 3	21.43% 3	35.71% 5	14
4	Certified Master of Career Services (CMCS) - Associated cost to complete/maintain	7.14% 1	0.00% 0	21.43% 3	14.29% 2	21.43% 3	35.71% 5	14
5	Certified Master of Career Services (CMCS) - Perceived value of a credential	7.14% 1	14.29% 2	14.29% 2	21.43% 3	7.14% 1	35.71% 5	14
6	Certified Master of Career Services (CMCS) - Associated time to complete/maintain	14.29% 2	21.43% 3	21.43% 3	7.14% 1	21.43% 3	14.29% 2	14

Showing rows 1 - 6 of 6

3_Q2 - CURRENTLY EVALUATING: [Field-1] Please rank order the following in terms of the value of the NCDCA credential you identified above. Click and drag the options below.



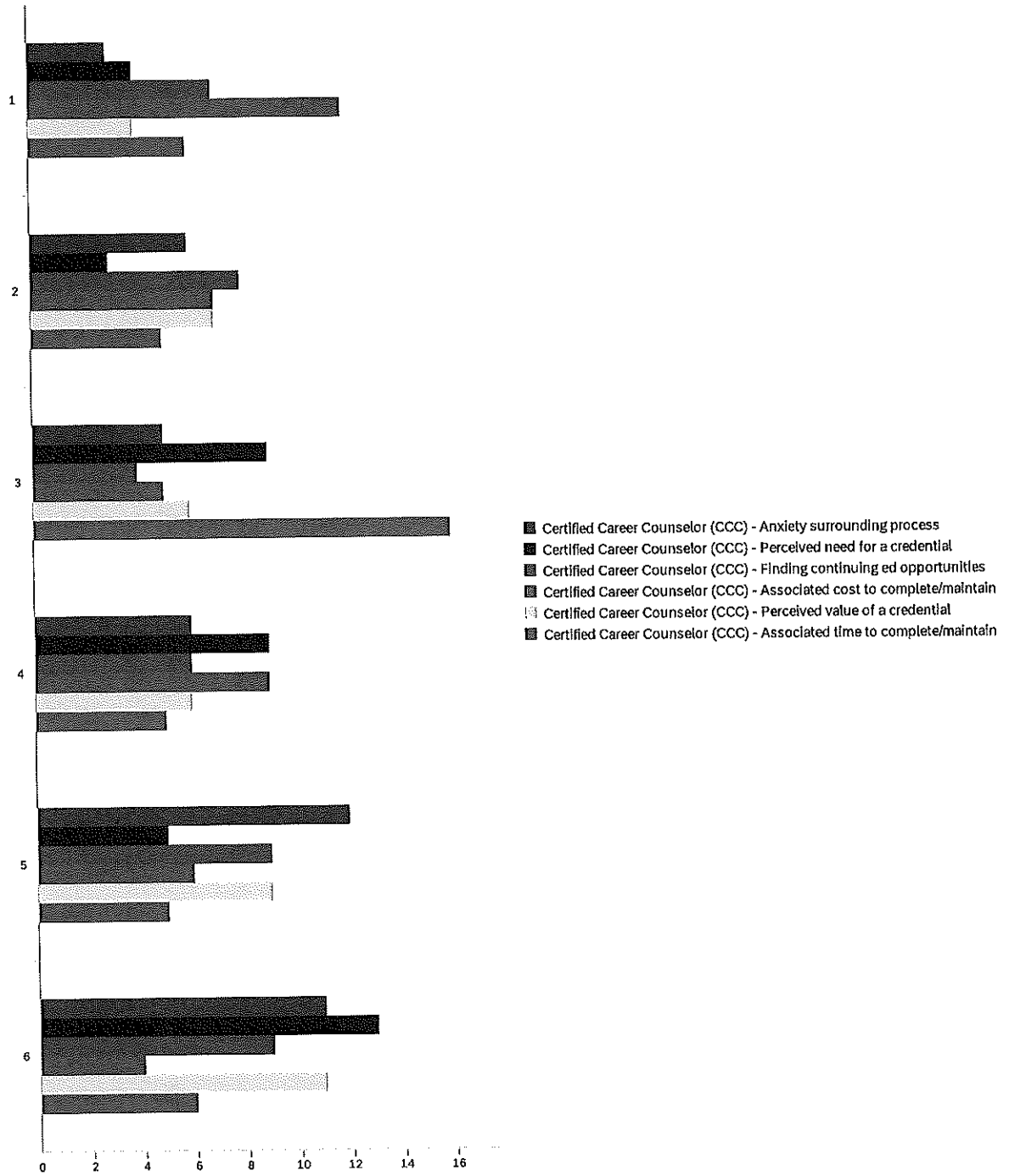
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified Career Counselor (CCC) - To validate skills, knowledge & experience	1.00	4.00	2.28	1.04	1.08	43
2	Certified Career Counselor (CCC) - To convey quality/competency to the public	1.00	4.00	1.93	1.02	1.04	43
3	Certified Career Counselor (CCC) - To be competitive for career roles	1.00	5.00	3.19	1.04	1.08	43
4	Certified Career Counselor (CCC) - To enhance one's professional profile	1.00	4.00	2.67	1.07	1.15	43

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
5	Certified Career Counselor (CCC) - Other (please explain)	3.00	5.00	4.93	0.33	0.11	43

#	Field	1		2		3		4		5		Total
1	Certified Career Counselor (CCC) - To validate skills, knowledge & experience	30.23%	13	25.58%	11	30.23%	13	13.95%	6	0.00%	0	43
2	Certified Career Counselor (CCC) - To convey quality/competency to the public	41.86%	18	37.21%	16	6.98%	3	13.95%	6	0.00%	0	43
3	Certified Career Counselor (CCC) - To be competitive for career roles	9.30%	4	13.95%	6	30.23%	13	41.86%	18	4.65%	2	43
4	Certified Career Counselor (CCC) - To enhance one's professional profile	18.60%	8	23.26%	10	30.23%	13	27.91%	12	0.00%	0	43
5	Certified Career Counselor (CCC) - Other (please explain)	0.00%	0	0.00%	0	2.33%	1	2.33%	1	95.35%	41	43

Showing rows 1 - 5 of 5

3_Q3 - CURRENTLY EVALUATING: [Field-1] A recent membership survey addressed challenges regarding attaining an NCDA credential. Looking back on your experience with the process, how would you rate the difficulty in navigating the following barriers? Please rate (1-6) with #1 being the most difficult to navigate.



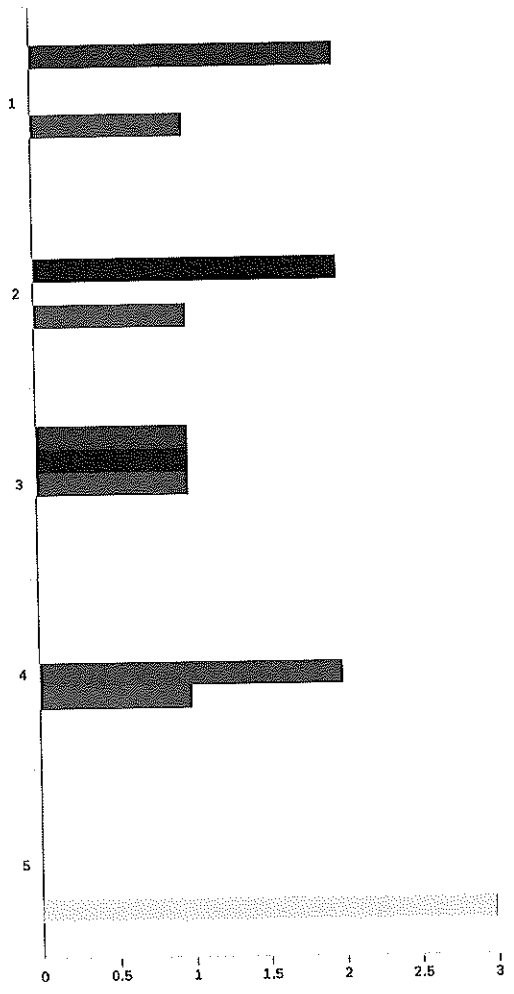
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified Career Counselor (CCC) - Anxiety surrounding process	1.00	6.00	4.19	1.60	2.57	43
2	Certified Career Counselor (CCC) - Perceived need for a credential	1.00	6.00	4.09	1.63	2.64	43
3	Certified Career Counselor (CCC) - Finding continuing ed opportunities	1.00	6.00	3.67	1.80	3.24	43

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
4	Certified Career Counselor (CCC) - Associated cost to complete/maintain	1.00	6.00	3.05	1.70	2.88	43
5	Certified Career Counselor (CCC) - Perceived value of a credential	1.00	6.00	3.98	1.69	2.86	43
6	Certified Career Counselor (CCC) - Associated time to complete/maintain	1.00	6.00	3.37	1.54	2.37	43

#	Field	1	2	3	4	5	6	Total
1	Certified Career Counselor (CCC) - Anxiety surrounding process	6.98% 3	13.95% 6	11.63% 5	13.95% 6	27.91% 12	25.58% 11	43
2	Certified Career Counselor (CCC) - Perceived need for a credential	9.30% 4	6.98% 3	20.93% 9	20.93% 9	11.63% 5	30.23% 13	43
3	Certified Career Counselor (CCC) - Finding continuing ed opportunities	16.28% 7	18.60% 8	9.30% 4	13.95% 6	20.93% 9	20.93% 9	43
4	Certified Career Counselor (CCC) - Associated cost to complete/maintain	27.91% 12	16.28% 7	11.63% 5	20.93% 9	13.95% 6	9.30% 4	43
5	Certified Career Counselor (CCC) - Perceived value of a credential	9.30% 4	16.28% 7	13.95% 6	13.95% 6	20.93% 9	25.58% 11	43
6	Certified Career Counselor (CCC) - Associated time to complete/maintain	13.95% 6	11.63% 5	37.21% 16	11.63% 5	11.63% 5	13.95% 6	43

Showing rows 1 - 6 of 6

4_Q2 - CURRENTLY EVALUATING: [Field-1] Please rank order the following in terms of the value of the NCD credential you identified above. Click and drag the options below.



- Certified Clinical Supervisor of Career Counseling (CCSCC) - To validate sk...
- Certified Clinical Supervisor of Career Counseling (CCSCC) - To convey qual...
- Certified Clinical Supervisor of Career Counseling (CCSCC) - To be competit...
- Certified Clinical Supervisor of Career Counseling (CCSCC) - To enhance one...
- Certified Clinical Supervisor of Career Counseling (CCSCC) - Other (please ...

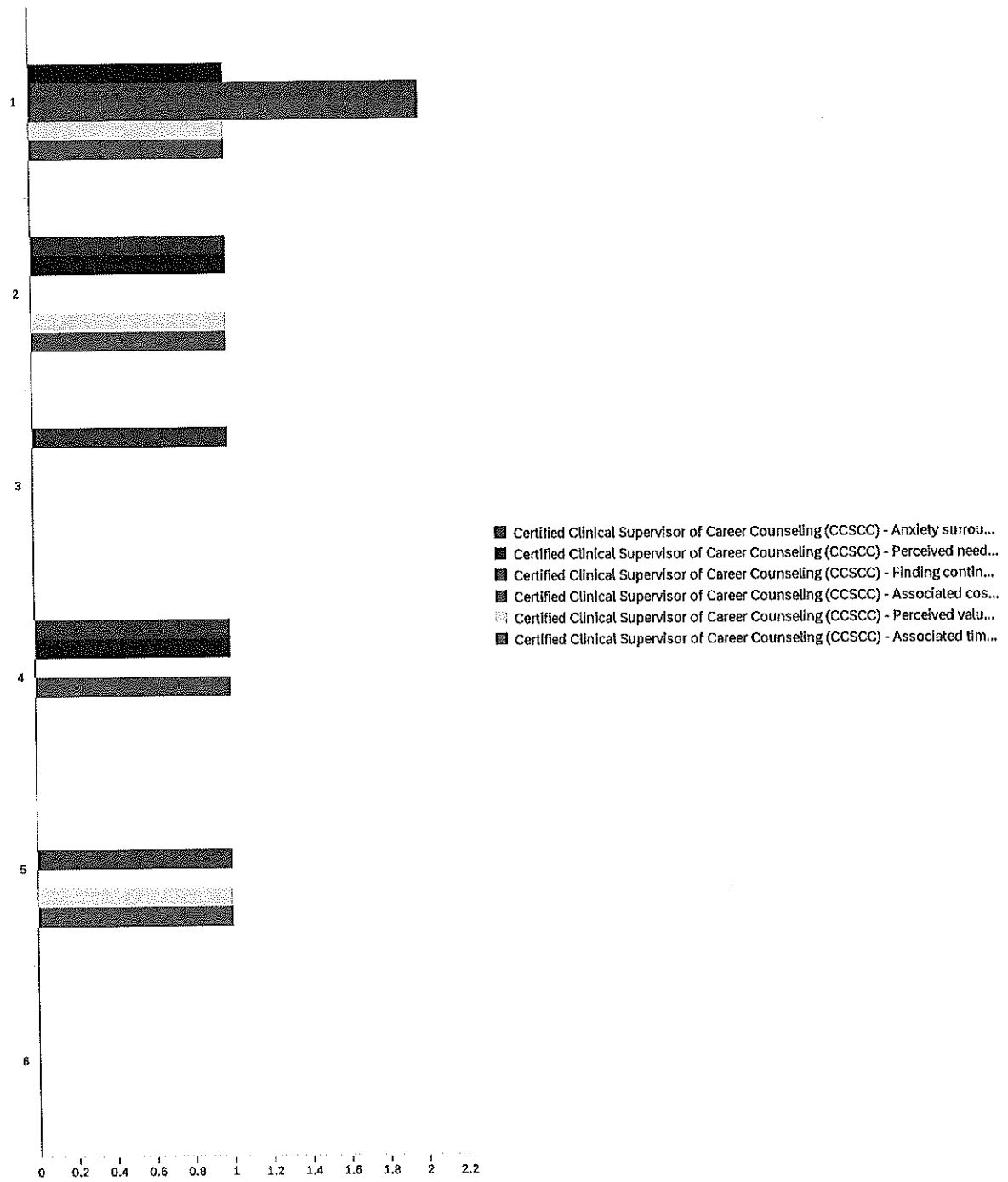
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified Clinical Supervisor of Career Counseling (CCSCC) - To validate skills, knowledge & experience	1.00	3.00	1.67	0.94	0.89	3
2	Certified Clinical Supervisor of Career Counseling (CCSCC) - To convey quality/competency to the public	2.00	3.00	2.33	0.47	0.22	3
3	Certified Clinical Supervisor of Career Counseling (CCSCC) - To be competitive for career roles	3.00	4.00	3.67	0.47	0.22	3
4	Certified Clinical Supervisor of Career Counseling (CCSCC) - To enhance one's professional profile	1.00	4.00	2.33	1.25	1.56	3

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
5	Certified Clinical Supervisor of Career Counseling (CCSCC) - Other (please explain)	5.00	5.00	5.00	0.00	0.00	3

#	Field	1	2	3	4	5	Total
1	Certified Clinical Supervisor of Career Counseling (CCSCC) - To validate skills, knowledge & experience	66.67% 2	0.00% 0	33.33% 1	0.00% 0	0.00% 0	3
2	Certified Clinical Supervisor of Career Counseling (CCSCC) - To convey quality/competency to the public	0.00% 0	66.67% 2	33.33% 1	0.00% 0	0.00% 0	3
3	Certified Clinical Supervisor of Career Counseling (CCSCC) - To be competitive for career roles	0.00% 0	0.00% 0	33.33% 1	66.67% 2	0.00% 0	3
4	Certified Clinical Supervisor of Career Counseling (CCSCC) - To enhance one's professional profile	33.33% 1	33.33% 1	0.00% 0	33.33% 1	0.00% 0	3
5	Certified Clinical Supervisor of Career Counseling (CCSCC) - Other (please explain)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 3	3

Showing rows 1 - 5 of 5

4_Q3 - CURRENTLY EVALUATING: [Field-1] A recent membership survey addressed challenges regarding attaining an NCDA credential. Looking back on your experience with the process, how would you rate the difficulty in navigating the following barriers? Please rate (1-6) with #1 being the most difficult to navigate.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified Clinical Supervisor of Career Counseling (CCSCC) - Anxiety surrounding process	2.00	4.00	3.00	0.82	0.67	3
2	Certified Clinical Supervisor of Career Counseling (CCSCC) - Perceived need for a credential	1.00	4.00	2.33	1.25	1.56	3

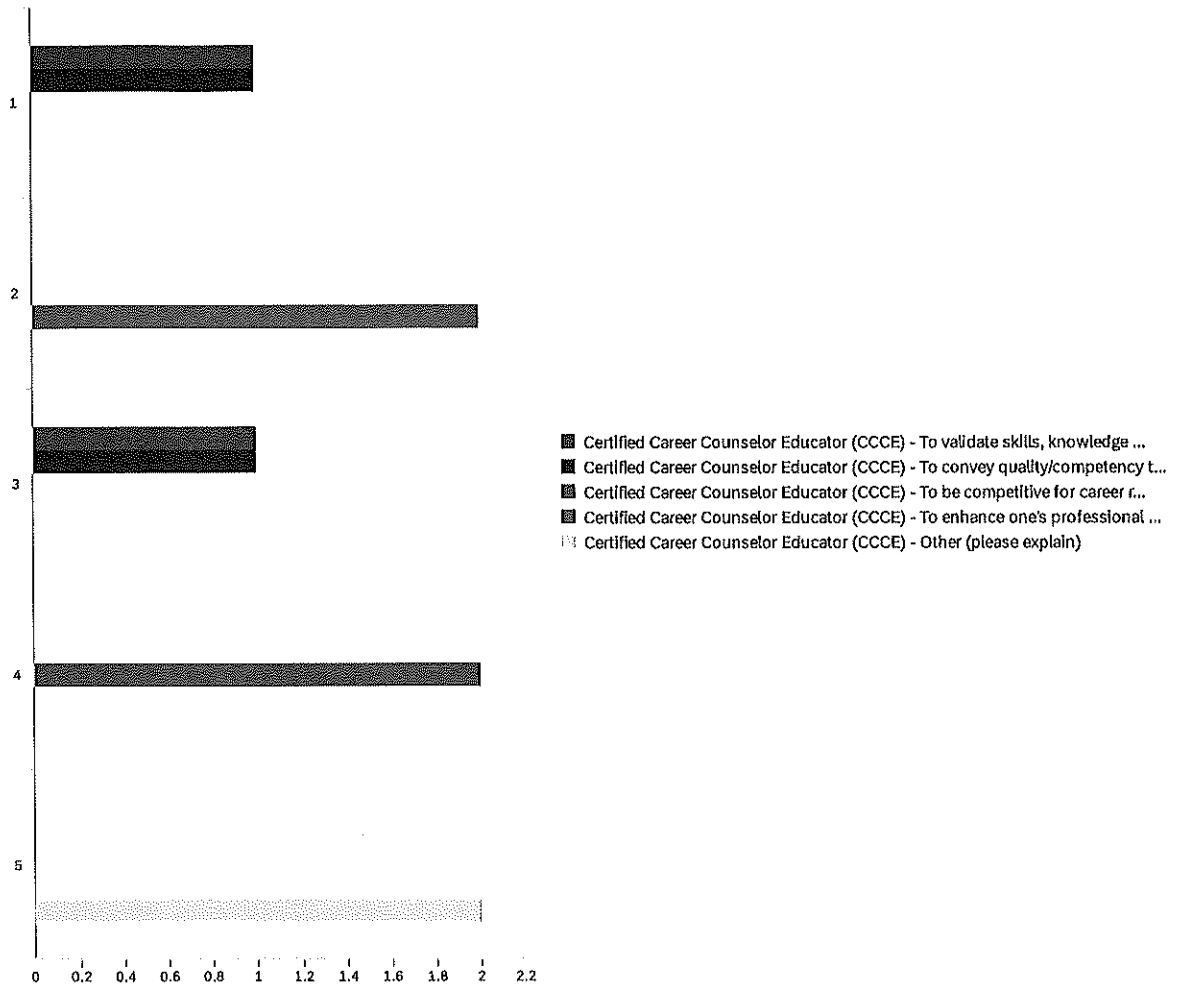
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
3	Certified Clinical Supervisor of Career Counseling (CCSCC) - Finding continuing ed opportunities	1.00	5.00	2.33	1.89	3.56	3
4	Certified Clinical Supervisor of Career Counseling (CCSCC) - Associated cost to complete/maintain	1.00	4.00	2.00	1.41	2.00	3
5	Certified Clinical Supervisor of Career Counseling (CCSCC) - Perceived value of a credential	1.00	5.00	2.67	1.70	2.89	3
6	Certified Clinical Supervisor of Career Counseling (CCSCC) - Associated time to complete/maintain	1.00	5.00	2.67	1.70	2.89	3

#	Field	1	2	3	4	5	6	Total
1	Certified Clinical Supervisor of Career Counseling (CCSCC) - Anxiety surrounding process	0.00% 0	33.33% 1	33.33% 1	33.33% 1	0.00% 0	0.00% 0	3
2	Certified Clinical Supervisor of Career Counseling (CCSCC) - Perceived need for a credential	33.33% 1	33.33% 1	0.00% 0	33.33% 1	0.00% 0	0.00% 0	3
3	Certified Clinical Supervisor of Career Counseling (CCSCC) - Finding continuing ed opportunities	66.67% 2	0.00% 0	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3
4	Certified Clinical Supervisor of Career Counseling (CCSCC) - Associated cost to complete/maintain	66.67% 2	0.00% 0	0.00% 0	33.33% 1	0.00% 0	0.00% 0	3
5	Certified Clinical Supervisor of Career Counseling (CCSCC) - Perceived value of a credential	33.33% 1	33.33% 1	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3
6	Certified Clinical Supervisor of Career Counseling (CCSCC) - Associated time to complete/maintain	33.33% 1	33.33% 1	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3

Showing rows 1 - 6 of 6

5_Q2 - CURRENTLY EVALUATING: [Field-1] Please rank order the following in terms of

the value of the NCDA credential you identified above. Click and drag the options below.



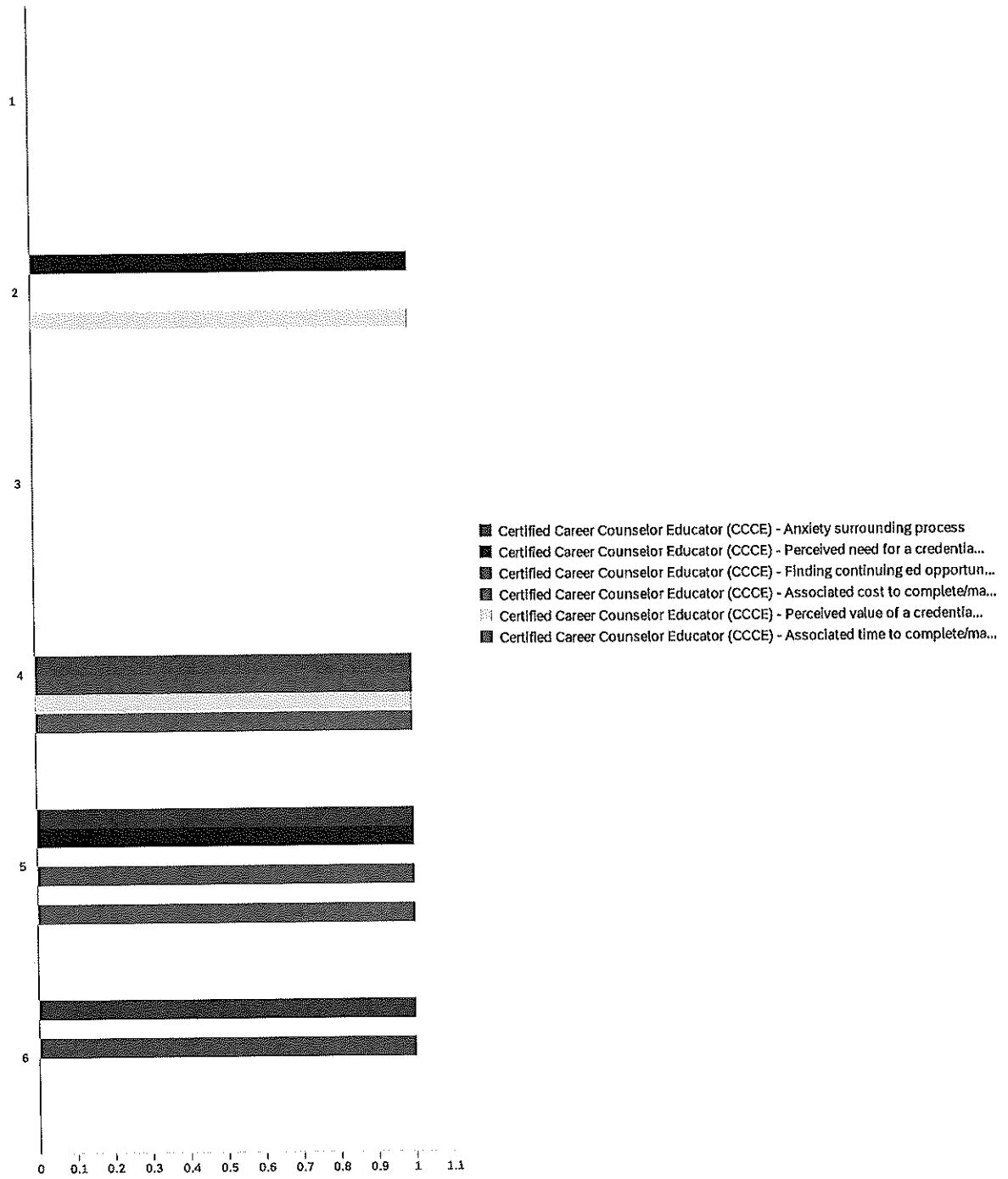
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified Career Counselor Educator (CCCE) - To validate skills, knowledge & experience	1.00	3.00	2.00	1.00	1.00	2
2	Certified Career Counselor Educator (CCCE) - To convey quality/competency to the public	1.00	3.00	2.00	1.00	1.00	2
3	Certified Career Counselor Educator (CCCE) - To be competitive for career roles	4.00	4.00	4.00	0.00	0.00	2
4	Certified Career Counselor Educator (CCCE) - To enhance one's professional profile	2.00	2.00	2.00	0.00	0.00	2

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
5	Certified Career Counselor Educator (CCCE) - Other (please explain)	5.00	5.00	5.00	0.00	0.00	2

#	Field	1	2	3	4	5	Total
1	Certified Career Counselor Educator (CCCE) - To validate skills, knowledge & experience	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	2
2	Certified Career Counselor Educator (CCCE) - To convey quality/competency to the public	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	2
3	Certified Career Counselor Educator (CCCE) - To be competitive for career roles	0.00% 0	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2
4	Certified Career Counselor Educator (CCCE) - To enhance one's professional profile	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	2
5	Certified Career Counselor Educator (CCCE) - Other (please explain)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 2	2

Showing rows 1 - 5 of 5

5_Q3 - CURRENTLY EVALUATING: [Field-1] A recent membership survey addressed challenges regarding attaining an NCDA credential. Looking back on your experience with the process, how would you rate the difficulty in navigating the following barriers? Please rate (1-6) with #1 being the most difficult to navigate.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified Career Counselor Educator (CCCE) - Anxiety surrounding process	5.00	6.00	5.50	0.50	0.25	2
2	Certified Career Counselor Educator (CCCE) - Perceived need for a credential	2.00	5.00	3.50	1.50	2.25	2

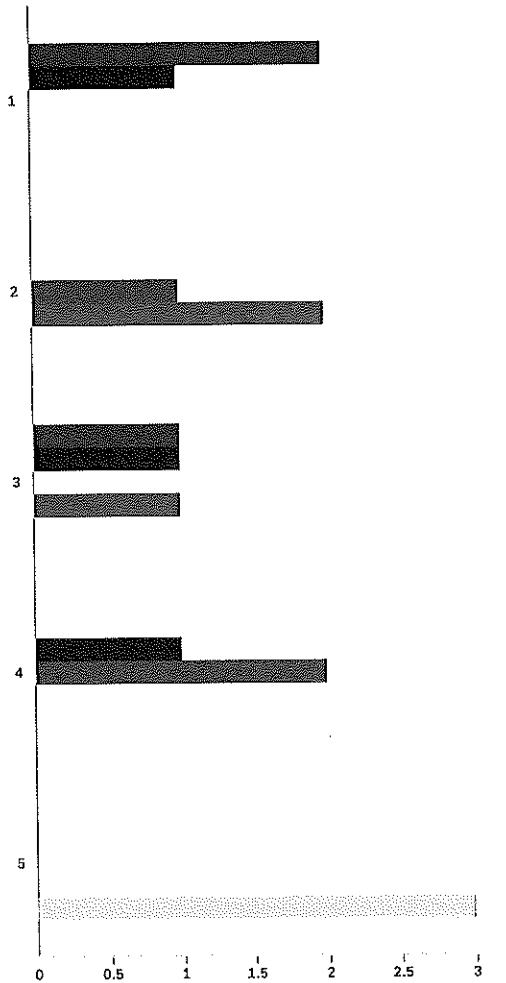
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
3	Certified Career Counselor Educator (CCCE) - Finding continuing ed opportunities	4.00	6.00	5.00	1.00	1.00	2
4	Certified Career Counselor Educator (CCCE) - Associated cost to complete/maintain	4.00	5.00	4.50	0.50	0.25	2
5	Certified Career Counselor Educator (CCCE) - Perceived value of a credential	2.00	4.00	3.00	1.00	1.00	2
6	Certified Career Counselor Educator (CCCE) - Associated time to complete/maintain	4.00	5.00	4.50	0.50	0.25	2

#	Field	1	2	3	4	5	6	Total
1	Certified Career Counselor Educator (CCCE) - Anxiety surrounding process	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2
2	Certified Career Counselor Educator (CCCE) - Perceived need for a credential	0.00% 0	50.00% 1	0.00% 0	0.00% 0	50.00% 1	0.00% 0	2
3	Certified Career Counselor Educator (CCCE) - Finding continuing ed opportunities	0.00% 0	0.00% 0	0.00% 0	50.00% 1	0.00% 0	50.00% 1	2
4	Certified Career Counselor Educator (CCCE) - Associated cost to complete/maintain	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	0.00% 0	2
5	Certified Career Counselor Educator (CCCE) - Perceived value of a credential	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	2
6	Certified Career Counselor Educator (CCCE) - Associated time to complete/maintain	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	0.00% 0	2

Showing rows 1 - 6 of 6

6_Q2 - CURRENTLY EVALUATING: [Field-1] Please rank order the following in terms of

the value of the NCDA credential you identified above. Click and drag the options below.



- Certified School Career Development Advisor (CSCDA) - To validate skills, k...
- Certified School Career Development Advisor (CSCDA) - To convey quality/com...
- Certified School Career Development Advisor (CSCDA) - To be competitive for...
- Certified School Career Development Advisor (CSCDA) - To enhance one's prof...
- Certified School Career Development Advisor (CSCDA) - Other (please explain...

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified School Career Development Advisor (CSCDA) - To validate skills, knowledge & experience	1.00	3.00	1.67	0.94	0.89	3
2	Certified School Career Development Advisor (CSCDA) - To convey quality/competency to the public	1.00	4.00	2.67	1.25	1.56	3
3	Certified School Career Development Advisor (CSCDA) - To be competitive for career roles	2.00	4.00	3.33	0.94	0.89	3
4	Certified School Career Development Advisor (CSCDA) - To enhance one's professional profile	2.00	3.00	2.33	0.47	0.22	3

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
5	Certified School Career Development Advisor (CSCDA) - Other (please explain)	5.00	5.00	5.00	0.00	0.00	3

#	Field	1	2	3	4	5	Total
1	Certified School Career Development Advisor (CSCDA) - To validate skills, knowledge & experience	66.67% 2	0.00% 0	33.33% 1	0.00% 0	0.00% 0	3
2	Certified School Career Development Advisor (CSCDA) - To convey quality/competency to the public	33.33% 1	0.00% 0	33.33% 1	33.33% 1	0.00% 0	3
3	Certified School Career Development Advisor (CSCDA) - To be competitive for career roles	0.00% 0	33.33% 1	0.00% 0	66.67% 2	0.00% 0	3
4	Certified School Career Development Advisor (CSCDA) - To enhance one's professional profile	0.00% 0	66.67% 2	33.33% 1	0.00% 0	0.00% 0	3
5	Certified School Career Development Advisor (CSCDA) - Other (please explain)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 3	3

Showing rows 1 - 5 of 5

6_Q3 - CURRENTLY EVALUATING: [Field-1] A recent membership survey addressed challenges regarding attaining an NCDA credential. Looking back on your experience with the process, how would you rate the difficulty in navigating the following barriers? Please rate (1-6) with #1 being the most difficult to navigate.



- Certified School Career Development Advisor (CSCDA) - Anxiety surrounding p...
- Certified School Career Development Advisor (CSCDA) - Perceived need for a ...
- Certified School Career Development Advisor (CSCDA) - Finding continuing ed...
- Certified School Career Development Advisor (CSCDA) - Associated cost to co...
- Certified School Career Development Advisor (CSCDA) - Perceived value of a ...
- Certified School Career Development Advisor (CSCDA) - Associated time to co...

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Certified School Career Development Advisor (CSCDA) - Anxiety surrounding process	3.00	6.00	4.67	1.25	1.56	3
2	Certified School Career Development Advisor (CSCDA) - Perceived need for a credential	3.00	5.00	4.33	0.94	0.89	3

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
3	Certified School Career Development Advisor (CSCDA) - Finding continuing ed opportunities	3.00	5.00	4.00	0.82	0.67	3
4	Certified School Career Development Advisor (CSCDA) - Associated cost to complete/maintain	2.00	5.00	3.00	1.41	2.00	3
5	Certified School Career Development Advisor (CSCDA) - Perceived value of a credential	3.00	6.00	4.00	1.41	2.00	3
6	Certified School Career Development Advisor (CSCDA) - Associated time to complete/maintain	1.00	5.00	3.00	1.63	2.67	3

#	Field	1	2	3	4	5	6	Total
1	Certified School Career Development Advisor (CSCDA) - Anxiety surrounding process	0.00% 0	0.00% 0	33.33% 1	0.00% 0	33.33% 1	33.33% 1	3
2	Certified School Career Development Advisor (CSCDA) - Perceived need for a credential	0.00% 0	0.00% 0	33.33% 1	0.00% 0	66.67% 2	0.00% 0	3
3	Certified School Career Development Advisor (CSCDA) - Finding continuing ed opportunities	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	0.00% 0	3
4	Certified School Career Development Advisor (CSCDA) - Associated cost to complete/maintain	0.00% 0	66.67% 2	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3
5	Certified School Career Development Advisor (CSCDA) - Perceived value of a credential	0.00% 0	0.00% 0	66.67% 2	0.00% 0	0.00% 0	33.33% 1	3
6	Certified School Career Development Advisor (CSCDA) - Associated time to complete/maintain	33.33% 1	0.00% 0	33.33% 1	0.00% 0	33.33% 1	0.00% 0	3

Showing rows 1 - 6 of 6

Q5 - Please share your thoughts on the overall effectiveness of the NCDA credentialing program.

Please share your thoughts on the overall effectiveness of the NCDA credentialing program.

I like having the credential and I often have new clients who find me using the NCDA website and I like the fact that they found me through NCDA.

Very effective as it is easy to access, prepare for and maintain.

I wish there were more self-study options available.

I very much appreciate the different credentials and how they help provide validation of my emphasis and training in career and communicate to the public the different areas of career expertise.

No significant difference, as career development is at a nascent stage in my country, and NCDA is not well-known except for my immediate network of career professionals. I believe professionalism and practice "speak louder" than credentialing.

The NCDA credentials are a good way to validate learning & experience and add professionalism for constituents in a variety of work situations.

I think that it is an excellent program compared to other credentials that I have earned and maintain with different organizations.

Credentialing is important so I appreciate having the NCDA options. I do find the essay questions to be challenging. One hour each is unrealistic I feel. The questions should be vetted more, updated, and overall improved I feel.

There is inconsistency in the requirements for each credential. Needs to be more free/affordable CEU options to help people keep their credential. Many people have to pay out of pocket for CEUs. Courses for some of the credentials need to be offered more than once a year. Possibly include some free sessions post conference that could be used for CEUs. Market the credentials/services of career counselors better both to the public and the target audience. Add NCDA name to more applied surveys that are widely published to the public not just academic journals.

It needs to be marketed better to the public (benefits, how to find credentialed professionals etc.) and to the target audience.

I love it! It's so easy.

It is okay. I like having a credential specific to career development. (Also hold a NCC, but a lot of the resources don't seem applicable.) Took me 3 months to complete paperwork with a lot of back and forth - very slow, and only continued because I was highly motivated to do this. Otherwise, I would have dropped out of process. There don't seem to be a lot of benefits right now other than the credential itself. For example NBCC has a newsletter, trainings associated with credential - lots of tie-ins. I see professional development from NCDA, but doesn't seem connected to my credential somehow. Like they are two different things. So, effectiveness is okay.... I do it mostly out of personal motivation and dedication to the field - not to the credential itself... If that makes sense.

I think the credentials should be rigorous and attainable only by those who are truly qualified. Especially the term "Career Coach" is being used liberally right now, so being NCDA credentialed is extremely important to me.

Overall, my only choice.

I believe NCDA credentialing has got the best system. Completing CCSP from NCDA has given me a different opportunity to be looked at as a professional Career coach. Now having written with NCDA CCSP clients look at us in very different way.

The information is hard to locate on the website and does not reflect a future forward organization.

Please share your thoughts on the overall effectiveness of the NCDA credential...

Overall very happy

It is good for me to have the credential, but unfortunately I do not use the skills obtained through my credentialing in my current job. Continuing Ed credentials are hard to find and can be quite expensive as my current employer cannot reimburse me for many of them, we have training \$ limits, so much of it needs to come out of my pocket. Also many of the trainings do not relate to what I do out in the field. I would like to see more trainings about current trends for jobseekers (resumes, interviewing skills, navigating ATS systems, networking, etc.) those would be more applicable to what I do personally.

I think it's long been needed for a long time and is progressing nicely!

Fair and effective

Not effective for CCSP but effective for CCC

I wish that it was easier for those with career counseling experience to become a CCSP. Also, I wish there were more CEU opportunities beyond the NCDA conference.

It is my belief that the credential has value directly connected to the FCD curriculum.

Process is transparent with assessment requirements laid out. CE providers could be made more open for internationals who may have other CE options in home country.

I'm not clear on the effectiveness of it in higher education currently, or at least at my institution. I'm glad I completed it and think it may hold more value for me if I decide to open a private practice.

I have recently received my credential, so far my colleagues are responding well and are educating themselves to what it means.

I am proud to hold a CCC. I find that my colleagues in higher education did not easily recognize this credential. In private practice, clients also are unsure what this means, but they are more familiar with ICF coaching credentials.

It seems to be fine. It's difficult because not everyone sees the need for credentialing.

NO COMMENT. Easy Peasy

Necessary in order to distinguish professional's competency and standardizing NCDA standards with proposed changes in national curriculum as they propose changes over time and among several colleges and universities alike per student vote.

It met my need for continued education and growth in development as a new Career professional 5 years ago.

My overall effectiveness of the program is a 10 on the scale of 1 through 10, and ten being the highest.

Considering the value of coaching, the credentials are too heavily weighted in favor of counseling.

good program

Good, I understood the process to get the credential, having a hard time to find cost effective ways to maintain

Getting the credential felt very unclear and the process felt opaque, but I was in one of the earliest cohorts, so no one in my workspace had gone through the process. The difficulty for me is that in my geographic area (midwest college town) the credential is not valued as much as I thought it would be, so it's turned out to be less useful than I'd thought. I now work in private practice as an LPC and am not sure I'll keep the credential moving forward.

Please share your thoughts on the overall effectiveness of the NCDA credential...

As it was essentially a repackaging of the GCDF certification it seemed unnecessary, in fact my current credential is coming up on time to recertify & I'm considering not doing so due to cost & lack of affordable CEU options.

I have enjoyed participating in the credentialing process. The instructors have been wonderful and the need for professional development is so valuable!

It is just another acronym for the general public. It should offer low/no cost membership based on income or those currently on assistance programs.

The credential has served me well. Displaying a credential means something to others, and I'm glad I pursued it. I am also listed in the directory and have acquired several clients from the directory.

It was hard to find a program and the assignments weren't all that enlightening. I think an online version of credentialing would be better and better to have a more organized way to select training programs and trainers. Also, the cost would have been prohibitive if my company did not agree to help. Also, the CE credits needed to maintain credentials seems a little excessive. I work as a career adviser in higher ed and my company can't afford professional development--there should be more free webinars offered by NCDA to help get the CE's needed. I feel the process is very restrictive and yet very hands off once you finish your credential.

Doing a great job - special "shout out" to all the volunteer readers of case studies.

I thought it was effective and well done. My biggest issue was with the wait for the results - over five weeks. I realize the reviewers are volunteers, but I was waiting on this to move forward post graduation, so the lack of communication about the delay was frustrating.

There are too many NCDA credentials. CCC should require skills from CCSP. Should allow CEUs earned for certified rehabilitation counselor CRC, a profession providing vocational counseling to folks with disabilities, to apply to CCC.

I work in an organization that heavily supports credentialing and made access easy and low-cost to ATTAIN initially. I do feel that the different "levels" of certification are a little confusing and based more on formal education than on knowledge, skills, abilities. It might be helpful to have fewer certifications available - maybe an "entry-level" and "masters-level". It seems awkward to explain the distinctions among the current credentials and I wonder how recognizable they are to non-career development professionals.

The new credentials came out at the same time that I was completing my FCD training. It just made sense to apply for the additional credential. The process was smooth and the competency exam was appropriately rigorous. The credential has helped me obtain better employment opportunities. I am very happy with my credential from NCDA.

The NCDA credentialing program is a much needed professional program for career development practitioners. It provides a clear path for professionals to demonstrate competency and quality to the students/clients being served.

I'm proud to have done it but am still wondering what it's doing for me since it's so young.

Not sure how effective it is. There is no workplace in my state that requires it or knows about outside of practices by career professionals. It's an extra added expense to the gcdf credentialing.

The course was really awesome! My instructor was terrific. The test did not seem to reflect all that we learned, but it was fair.

I believe it is an effective program. Once I understood that FCD was a course and that CCSP was the credential, it made things a lot smoother. I didn't have any trouble signing up for the course and my school district paid for my credential. I had more trouble finding class information for the CSCDA, but I emailed NCDA and got a quick response with what I needed!

The Horizon Point consultant that facilitated my training was knowledgeable, responsive, and helpful. GREAT experience overall.

fairly easy to maintain

Please share your thoughts on the overall effectiveness of the NCDA credent...

I am not currently working in a job that requires my NCDA credential. When I was working in Career Development, my state actually requires the GCDF. So, now that I'm not using those credentials it doesn't make sense to pay hundreds of dollars to maintain 2 credentials and put in over 50 hours of CE. My state isn't offering as much free CE as it did pre-COVID and what they are offering is virtual and offered during working hours. So, I would have to take time off and/or pay to maintain credentials I'm not using.

I shared in the other question, but the fact that I hold this credential has not really been a topic in my current role or with my employer. Outside of our career development network, there does not seem to be a lot of awareness around NCDA credentialing.

I think the NCDA credentialing program courses are relevant to job requirements

Not effective at all

The information at the training is great. The hours required of a practicing professional and the cost to maintain membership are really too much.

Some of the credentials require classes and some require case studies. Why are these not more consistent? Why are the fees so expensive to maintain? I understand there was a benchmark study that showed they were competitive in terms of cost, but my college is very tight on budget and I have to pay for these credentials myself. It's hard to manage the value when they're not required for many jobs. I think it makes me more likely to get an interview, but I'm not sure the overall value is great because they keep changing. I was MCC for a long time. Pick a few credentials and stick with them for more than 5-10 years so the industry can begin to recognize them as best practice/gold standard in the field. The CCSCC class was amazing with Jane and Judy, but only offered once a year isn't enough to gain traction for the CCSCC. I can't imagine many have that credential right now.

I would like the credentialing to support licensing.

Training seminars & conventions keep me informed & prepared in current position, and ready for possible future positions!

I know that I was successful in getting my current position because of my CCC credential.

I thought the process of gaining my credential was quite smooth. My masters training, along with the MBTI certifications, truly prepared me for the case studies. While job hunting, I've noticed that many job postings are listing the NCDA credentials as a preferred qualification. So, I think the value is there among career professionals.

I find the credentialing program to be very effective. It offers a variety of credentials that are relevant to each type of its membership base, which is great.

It wasn't easy which conveyed to me that it's a credential worth attaining.

appreciate being grandfathered to CCSP from my GCDF training-credential

It is a great program to have for professionals in the field, however, maintaining the credential has proved difficult, especially during the pandemic. Many conferences or other CEU opportunities that were affordable were cancelled. It is costly to attend larger conferences in order to get a bunch of CEUs at once. It is also a challenge when I complete a webinar or pre-recorded session, to provide proof, as not all offer a certificate, but according to the NCDA guide, they fall within the topics of training.

I think it is important to our field and gives professionals the ability to show their competence. I think the next major step is to convince employers that they are necessary and should be added to job descriptions.

I feel like it is too early to tell

Pretty easy so far

Very easy and effective

Please share your thoughts on the overall effectiveness of the NCDA credent...

I'm not sure that the CCC has much value outside of higher ed (or even within). There are so many career practitioners out there with a myriad of certifications; it doesn't seem to be that important to have the CCC.

The credential does not have awareness outside of the NCDA community. In other words, no one outside of the career field recognizes the credential (even potential clients)

I believe it is an important step in establishing our value to the public and other professionals

In my perspective, the credentialing program has helped to legitimize the professionalism and expertise of career development providers.

More public awareness of the credential is needed

I will not likely maintain my credential due to the cost and challenge of finding continuing ed opportunities.

N/A

End of Report