

# Illustrating Contemporary Career Pathways within the Career Services Profession



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## EXECUTIVE SUMMARY

This report examines why and how NCDA members came to work in the career services profession. The National Career Development Association (NCDA) has an interest in understanding why and how individuals become career professionals as it enables NCDA leadership to make data informed decisions on current members and opportunities to increase membership. I was specifically tasked with:

- How are contemporary career pathways illustrated within the career services profession?
- In what ways do career professionals engage in their career in career services?
- What types of trainings align with the various trajectories of career professionals?
- How can we (NCDA) continue to grow the career services profession?

A September 2023 NCDA bulletin emailed to members asked the following survey questions as part of this effort:

1. *In what setting do you work as a career professional?*
2. *Which NCDA credentials do you hold? If not credentialed, do you plan to seek out credentialing in the future?*
3. *How important is NCDA credentialing in your role as a career practitioner?*
4. *Would you recommend being a career practitioner to others as a profession?*
5. *Did you have other careers prior to becoming a career practitioner?*
6. *What are some of the largest barriers or obstacles to working as a career professional?*
7. *Are you a member of any other professional associations?*

418 unique survey responses were received. Data reveals opportunities to grow membership through other professional associations, specific industries, professions, and places of education. Many members opted to provide additional narrative responses, providing important context to answers. Survey respondents provided feedback on general attitudes toward working as a career professional and barriers they encounter. Interestingly, some constituencies often had a high rate of similar responses.

## SUMMARY OF RESULTS

Over fifty percent (50%) of NCDA members work in education and/or counseling. Private Practitioners represent twenty-two percent (22%), Government and Military represent about fourteen percent (14%). Followed by business and Industry consisting of a little over five percent (5%) of membership. (See Graph A-1, page 5)

Over fifty-eight percent (58%) of survey respondents held at least one NCDA credential. Of those who did not hold a credential, nearly half stated they intended to obtain a NCDA credential in the future. Eighty-one percent (81%) stated they would recommend the becoming a career practitioner to others. Eighteen percent (18%) marked they were unsure if they would recommend. Only one percent (1%) stated they would not recommend becoming a career practitioner. (See Graph A-2, page 5)

Around seventy-two percent (72%) of respondents indicated NCDA credentialing as somewhat important (23%), very important (21%), or essential (28%) to their role as a career practitioner. A clear relationship exists between how negative or positive members view the profession and if they hold a credential. (See Graph A-3, page 6)

A significant majority of respondents, eighty-one percent (81%), indicated they would recommend working as a career services profession to others. Only one percent (1%) indicated they would not recommend, with eighteen percent (18%) being unsure. (See Graph A-4, page 6)

Survey results show many career practitioners work in or have worked in education (29%). Other industries previously worked include administrative roles (26%), non-profit/social services (13%), healthcare (4%), government/military (4%), and working in multiple industries (15%), making up over ninety percent (90%) of NCDA membership. (See Graph A-5, page 7)

Members expressed a wide range of issues or barriers to working as career practitioners. Twenty percent (20%) stated a lack of resources as the biggest barrier, followed by financial (17%), time constraints (10%), lack of recognition (10%), and lack of interest from others (10%). (See Graph A-6, page 7)

Many NCDA members belong to other professional associations or organizations. About seventeen percent (17%) belong to a state chapter. Thirty-five percent (35%) are members of the National Association of Colleges & Employers (NACE), fourteen percent (14%) are members of American Counselors Association (ACA), seven percent (7%) are members of the Society of Human Resource Managers (SHRM). The International Coaching Federation (ICF), Career Counselors Consortium (CCC), and American Psychological Association (APA) membership was under 5% for each association. (See Graph A-7, page 8)

## AUTHOR'S STATEMENT

Participating in the NCDA Leadership Academy over the past 18 months was a greatly rewarding and meaningful experience. Relatively new to NCDA, it was an honor to be selected to participate in Leadership Academy. The perspective I bring to Leadership Academy is one that honors the history of the organization and celebrates its potential.

A review of survey responses indicates there are many pathways to becoming a career practitioner. A unifying factor for many members is the value placed on learning and professional development. This is observed in the educational attainment of members and importance they assign to credentialing. While not included in the summary of results, many respondents' held multiple credentials through NCDA and other associations.

Drawing from survey data, with 43% of respondents working in higher education, NCDA has likely saturation with that constituency. Increasing membership and creating greater cohesiveness in career services, NCDA would benefit with greater engagement with career services beyond educational settings. This includes veterans groups and associations, vocational rehabilitation services, State and local job/employment services, and non-profits.

Organizations that provide job training and opportunities, such as Goodwill Industries and Arizona Industries for the Blind, offer opportunities for career practitioners to engage with marginalized populations that are often overlooked in career services. This is true for career services professionals working in vocational rehabilitation. With roughly 35% of NCDA members belonging to the National Association of Colleges and Employers (NACE), there is significant dual membership. Genuine and meaningful outreach to vocational rehabilitation counselors is an opportunity NCDA can benefit from.

Greater engagement with professionals who work in settings that intersect with career services, such as Human Resources Professionals, is another area of opportunity for NCDA. Other areas of opportunity include career service providers working for State and other

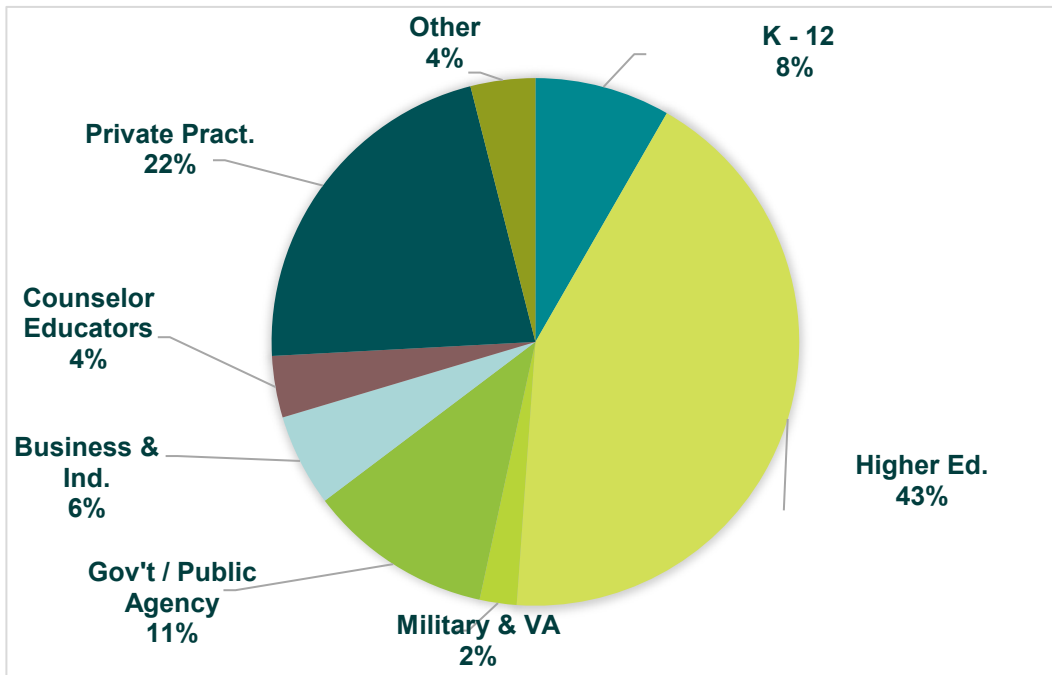
government services, and social service non-profits that are often contracted with State agencies to provide vocational training. The Foundation for Blind Children (FBC), and Arizona Centers for the Blind are examples of organizations offering career services at the State level. Having worked as the Career Specialist at FBC, NCDA and the resources it offers are needed in these spaces.

The pathways to becoming a career practitioner are wide ranging. Survey results show career practitioners come from a wide variety of backgrounds and industries. Members' commitment to learning and helping others succeed unites many career practitioners. Part of NCDA's mission should extend to groups and individuals that are often overlooked in career services. This includes individuals living with disabilities, families and individuals living in poverty or with low incomes, veterans, and previously incarcerated persons returning to society. NCDA has an opportunity to engage these communities while continuing its efforts with diversity and equity for all.

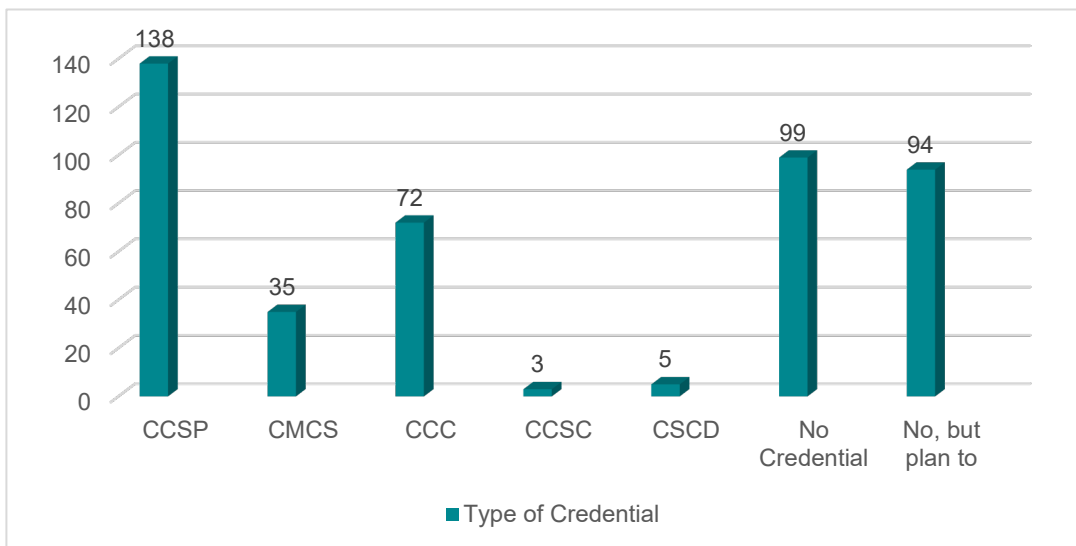
Thank you to the Board of Trustees, Leadership Team, my mentor Deanna Knighton, and NCDA as a whole for the opportunity to participate in the Leadership Academy.

# APPENDIX A – CHARTS & GRAPHS

**A-1) Question: In what setting do you work as a career professional?**

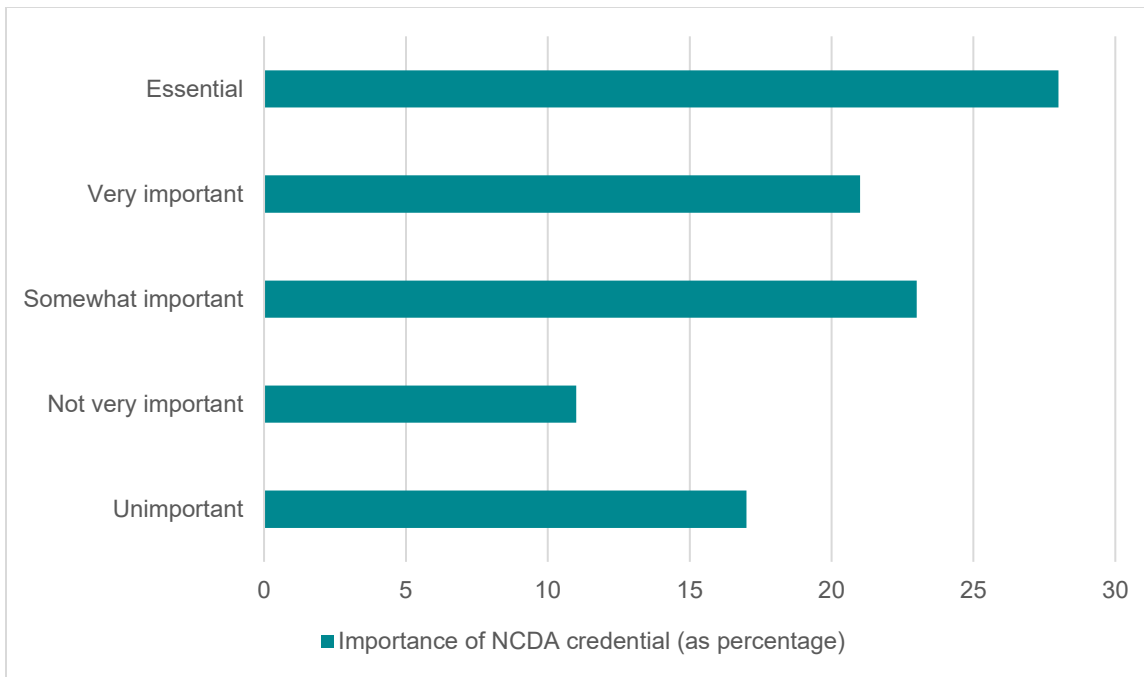


**A-2) Question: Which NCDAs credentials do you hold? If no credential, do you plan to seek it out in the future?**

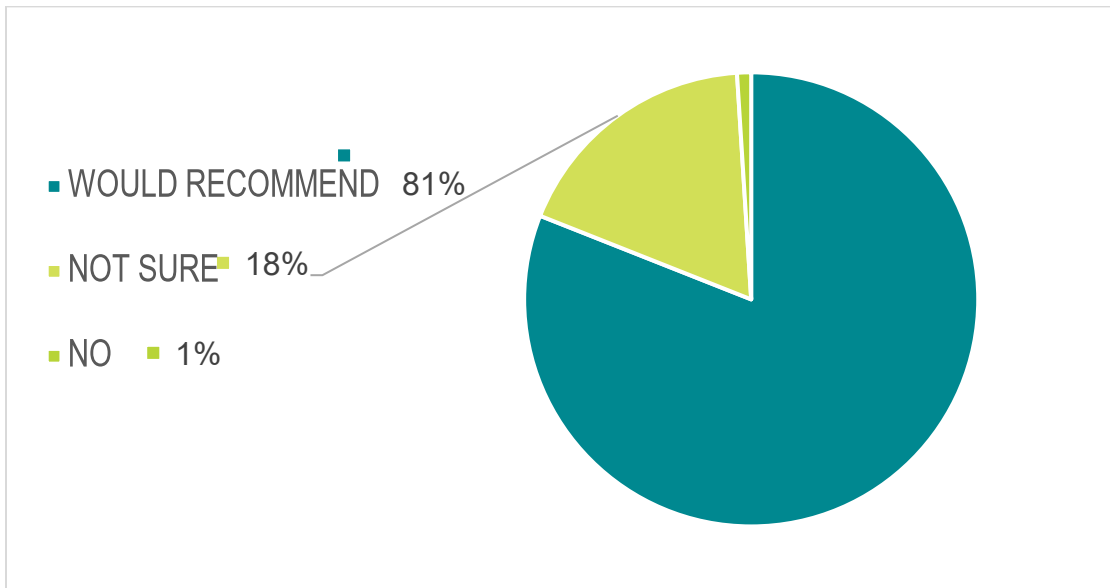


**A-3) Question: How important is NCDAs credentialing in your role as a career practitioner?**

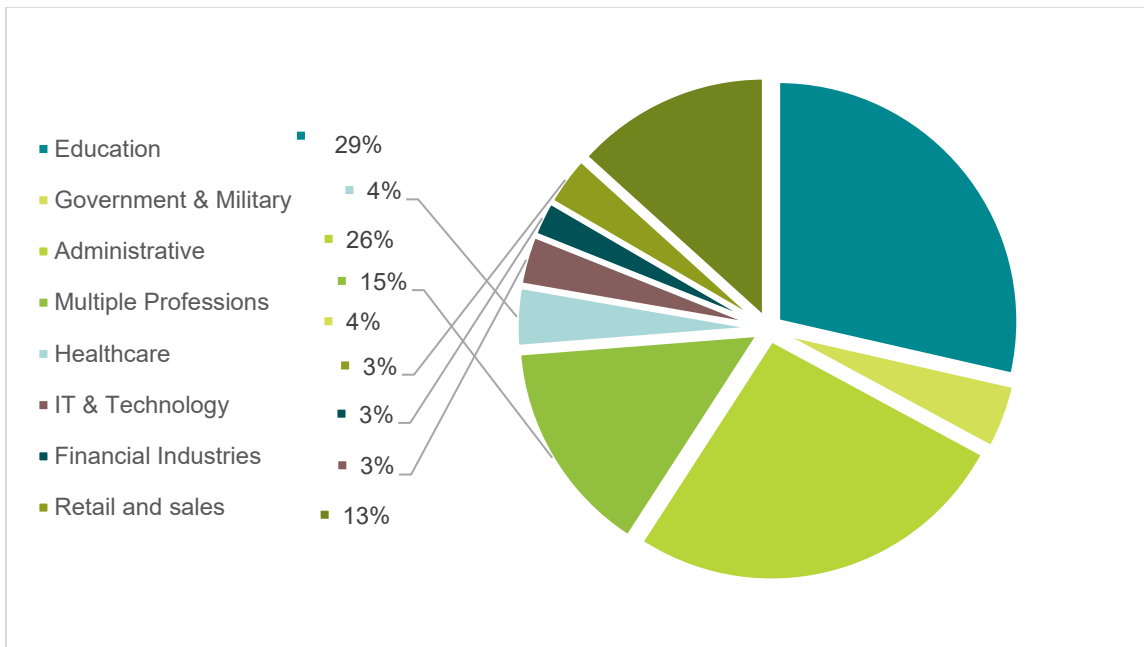




**A-4) Question: Would you recommend being a career practitioner to others as a profession?**



**A-5) Question: Prior to becoming a career practitioner, did you work in another industry or profession for over 5 years? If yes, what industries or professions?**

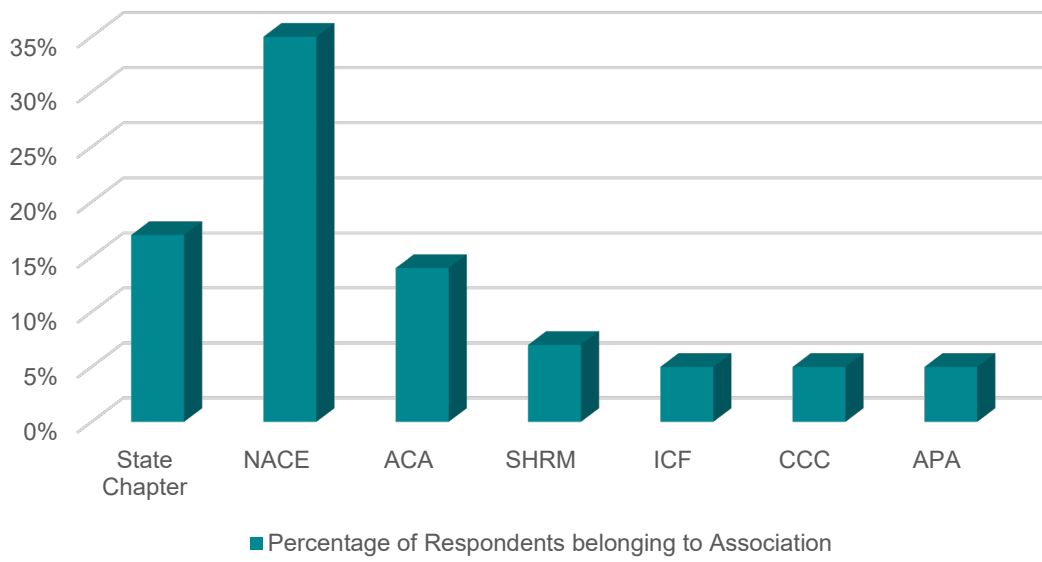


**A-6) What are some of the largest barriers or obstacles to working as a career professional?**



**A-7) Are you a member of any other professional associations?**

## Percentage of Respondents belonging to Association



## APPENDIX B – Member Comments

Members were given the opportunity to provide a statement or comment they believed relevant to the survey. The comments showcase a range of personal journeys, motivations, challenges, and reflections related to career practitioners. Themes include the rewarding nature of the profession, the importance of mentorship, the significance of ongoing professional development, the diverse paths individuals took to enter the field, the need for specialized training, and the broader context of career development within different educational and counseling frameworks.

There are mentions of challenges within the field such as low salaries, varied job descriptions across different settings, the value of credentials, and the need for more support and training, especially for specific populations like high school students and recent graduates. Many express a deep passion for helping others in their career journeys and highlight the need for continued awareness and promotion of the profession. Member comments are provided in their entirety, with minor edits for clarity purposes only.

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| Inspires the people around you.   |
| Being a career development practitioner is the best job ever!!! At least for me.  |
| With evolution of platform/gig work there are likely thousands of people around the world who practice in human resources or career development fields that would be interested in professional development opportunities.  |
| This has been one of the most rewarding experiences in my career.   |
| I love being part of a "hidden" minority of professionals that do so much to benefit the social mobility of individuals. Those that know, know.   |
| I love what I do. I would like to see more Career Counseling programs offered in Higher Education for graduate students on the Masters and Ph.D. level.   |
| Best decision I ever made!  |
| Every journey is different and depends on mindset of professional and more importantly on their support system at home and within the profession. My journey has been interesting and challenging and I have learned to embrace it in moving forward.   |
| takes years of practice to become skilled as a career practitioner  |
| I strongly believe that my career in the Corporate environment gave me strong foundation to help others seeking to be in that world.  |
| I got lucky that when I decided to quit my 10 years as a graphic designer I lived so close to Colorado State University. Had I lived in a city or state that didn't have a career development track in their counseling masters program I would have developed a totally different understanding of career development. |
| People do not have good knowledge of cultural terms and global cultural practices. We need to educate everyone accurately!  |
| I had great mentors who encouraged me. Mentorship matters,  |
| It's been fun! I love what I do!  |

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| I always push to have career credentials on job descriptions that I supervise and hire for. What can we do as an organization to help promote our credentialed counselors?  |
| I was working as a college advisor while I went to grad school at night to obtain my masters degree in counseling. Then worked as a career counselor for a grant program before applying for, and landing a director of career services position at a local community college.  |
| I was mostly trained and credentialed by one of my employers. There are many career professionals "out there" who are not well skilled or knowledgeable.  |
| The Career Development Facilitator course was life-changing for me. I took the course with Judy Ettinger and continue to participate in the Summer Institutes and Alumni Workshops she offers. The manual used for the course is comprehensive, and I continue to reference it in my work. The additional readings/books she required for the course were also helpful and I continue to reference them and recommend them to others. |
| I appreciate NCDA's interest in our feedback!   |
| Influence politicians on a National level   |
| I didn't know I wanted to be a career practitioner. I hired a career coach many years ago when I was looking to make a change. One day, I jokingly told him I wanted to do what he did. And here I am 20 years later. The profession sort of found me rather than the other way around.   |
| It was a natural transition from my years in business, and former college recruiter position. I believe that it is best to have an actual career before coaching others. It's not just a degree; it's about having experiences to share. Clients love real stories and seasoned coaches.  |
| This is a fantastic career but a person should be versed in the many different types of careers. Gain knowledge by going on "field" trips, creating partnerships, and network.  |
| Each practitioner has to decide what they will focus on and what offers they will make. They also need to focus on how to nurture and obtain a large list of contacts to continue to grow their practice. Thank you for doing this survey! I can't wait to read about your results!   |
| Also a global career development practitioner from course with Dick Knowdell.   |
| Thanks for selecting me to present this year in Chicago; this went a long way on my annual review and for obtaining added responsibility at work.   |
| Career development, as a field, is not consistent in how to be considered a career development practitioner. Plus, credentials are NOT a requirement for most jobs in the field. So obtaining a credential is based solely on the interest of the individual practitioner. A master's degree in counseling or related field is generally the only requirement.  |

This profession is a great opportunity to help others and contribute to a more positive society.

My masters is in counseling, but there was only one specific class on career counseling. Although other courses in different types of counseling certainly help with my work and shaped the foundation of my practice, and mental health certainly plays a role with most of my appointments, having a course like Career Counseling II in order to build on the first class would have been nice during my masters program in order to dig deeper.

Though not new to the field, I am new to NCDA. I hope to be a member for the duration of my career and look forward to future learning opportunities.

I learned about career counseling as a career path when I was in graduate school for Clinical Mental Health Counseling with the goal to counsel children and families. I learned this was not the career for me when I was in my internship and switched my internship to career counseling. I fell in love with it and am still in the field 9 years later!

experienced meaning and purpose in what i do.

I cannot think of anything at this time.

I am first generation and bilingual, but am hoping to find a mentor.

Add minimum number of Career service practice hours as a requirement for getting the CCSP credential

The penultimate question is ironic because a good career practitioner would say they would only recommend our profession if it suited to a person's unique factors (interests, strengths, values, personality, etc.) we would never recommend it generally to all people. To answer this question, I think - like all professions that directly serve people - people should only enter it if they are genuinely passionate about helping others find fulfilling careers.

It takes experience to be good and valuable to clients

I found there were few places to get experience as a mental health professional who focused on career.

I was credentialed in two of your prior categories. You make maintaining certification really difficult when you keep switching the categories/requirement. In addition, by certifying everybody and their brother you devalue the profession and make it harder for those of us with advanced training to make a living in the field. Also, I've stopped coming to conferences because the topics and quality of programming have become focused on supporting those who've been certified with the least level of training.

Had to combine it with general mental health practice in order to be financially viable

As a journalist I saw huge gaps in education given and skills needed to pursue a career. Children in India are making career choices mostly on academic scores. Which leaves them disillusioned.

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| <p>This is what made me get into career counselling and personality development. Every child should be encouraged to explore, enquire and evolve. This is possible when they have access to information without any pressure to prove themselves with it.</p> <p>My goal is to guide and assist students across economic and take career guidance to the last</p>  |
| <p>The current state of the job market in America, and the nature of education systems preparing people for jobs/careers, alarms me in a lot of ways. I am not inspired to want to jump into the fray, because I'm not sure my views align with the predominant paradigms around career preparation and career lifespans.</p>  |
| <p>Enjoyed every minute of it!</p>   |
| <p>My website is <a href="http://www.icareermatters.com">www.icareermatters.com</a>; Find using assessments very helpful and having a website very helpful. I feel isolated in my practice but have accepted it... I love it!</p>  |
| <p>since I'm located in Asia, having community support in this part of the world will be helpful</p>   |
| <p>Not at this time. Thanks for your research, Ken!</p>  |
| <p>Love the profession and love helping others before becoming a professional practitioner</p>   |
| <p>I love helping individuals discover their dream job and establishing a productive and happy life</p>  |
| <p>My Journey was hard. I applied multiple times and because they reserved the role for Coaches, I never had the opportunity. I actually fell into the role, when the one we had quit (he was a coach). I knew I had so much real-world experience I could pass on. I so think that Career Advisors should be paid more. They push Career and College ready but they pay us less than a starting teacher pay</p> |
| <p>I attribute my success to having worked in higher ed/career and my master's degree - these two experiences created the trajectory of my success.</p>  |
| <p>The job takes patience when working with high school students who change their minds. Perseverance, persistence and flexibility are key.</p>  |
| <p>My large community college district implemented a career-development approach to academic advising.</p>   |
| <p>I always felt (and still do) that I have had a very positive job on a college campus. I feel that I have been a door opener for students and their futures.</p>   |
| <p>I love what I do. It's meaningful work and it takes skill. Many claim to be a career professional but there are best practices in the field as in any other field that should be adhered to.</p>  |
| <p>Helpful administrators can be cultivated and helpful</p>  |
| <p>I still LOVE the field and after 15 years am now the director of the department!</p>  |
| <p>This is where I found my people.</p>  |

I have enjoyed my journey.

It's best to learn from others in the same field working with the same populations (ex: learn from community college career counselors, if that what you seek to become; learn from private practitioners serving retiring adults, if that's what you seek to become, etc.)

I was able to transition from retail to nonprofit career counseling by asking to take on the 'recruiting' side at the store I worked at, taking related classes at Harvard Extension School and at Lesley University, using the experience I'd gained years before running a newsletter for a book-related nonprofit on jobs in the publishing industry (it was a printed document :-)), and actively seeing out a particular organization at the idealist career fair. Then, after a successful but short stint at the nonprofit, I went back to grad school 10 years after undergrad, gained experience through a practicum at the same time (since my networking had taught me I needed both the degree and experience in higher ed to work in higher ed I only considered programs that had that built in) and through networks and applying got hired in higher education full time after graduation. It was tough (I was one of the oldest in my degree program and juggling having a small child plus practicum plus a part time job) but it worked, though I really wish there was more scholarship money for related master's.

It's been an uphill battle and the hill has gotten steeper and more arduous as time has passed.

It seems that very few people dream of being a career practitioner; instead, the field draws people organically through their experiences, often in surprising ways.

Happenstance experiences were key to my finding my way to this profession.

It's a tremendously fulfilling career that has many options!

Refer to yourself as a career coach, not as a counselor. The latter has therapeutic and negative connotation for people seeking help.

It wasn't linear!

I came in through the Offender Workforce Development Specialist doorway and moved over to higher education 5-6 years later after a long career working in offender education and employment. That partnership was excellent while it lasted. It would be great to see it come back.

If I had to do it all over again, I think I would have pursued this even sooner in my career.

I find the work very rewarding, and feel compelled to help people accomplish their professional goals by leveraging my recruiting background. I wish the profession had more familiarity and status so people understood how we can help, and how valuable our work is. My title is Career Coach, and most people don't know what that is.

Your survey doesn't begin to access the range of career-related work and life experience I've brought with me to the field of career development (largely from



a different academic silo), and apart from the extensive professional experiences I searched out, none of the extra experience "counted" despite the strong foundation it gave to the career-based trainings I acquired on my own as I was entering the field.

As a career development professional, I don't make "recommendations," and I'm disappointed that you ask such a question. Ask if I've enjoyed the career, or if I think it can be a rewarding, satisfying career, but don't ask me to recommend it to anyone.

I fell into the role because my supervisors saw my potential.

tough but rewarding

I started out as a secretary in a career services department a community college. I continued my formal education to obtain a bachelor's degree and master's degree. I moved around the college doing recruitment, outreach, student engagement, and led back to career services. I retired in 2021 after 30 years of services. After two and a half years of retirement, I recently started tutoring part time for the high school college and career classes. I REALLY missed the students and being on campus!

It is my passion to become youngsters trainer so I would recommend other professional to become NCDA member

I wish we promoted this profession more, and helped the public understand what we do.

I do love what I do, it's unfortunate there aren't more jobs available with better pay

I'd love more support/ training directed at working with the high school/recent graduate population.

I chose this field after retiring from medical device development so that I could help change the trajectory of student lives. Not every student needs our input or guidance but for those who do, it is a god send if they listen.

It's important to have a varied work history in multiple counseling and advising roles to do the job well

I will not be taking the final exam as a result of the complications your staff have implemented. Waste of time and money.

It is my passion and my mission.

My journey is very personal and unique because this is not a profession I was set out to enter early on in my life. I got here through personal evolution and helping people with my skillsets.

Was a pivot from pursuing a Masters in Social work. Only heard about the opportunity/career path through friends already enrolled in College Student Personnel Administration program.

I love this work because it's a great balance of practical and directly applicable assistance, paired with the meaningful journey of self-discovery and finding meaning. I wish more people were able to take advantage of it.

Wish I'd started sooner.

My journey included a Masters in Psychology with a specialization in Career Management and Counseling which I have found helpful in my role.

I really enjoy working in career development and have no regrets, but I've seen the majority of my peers (early to mid-career) leave career development/higher ed as they have families and can no longer make the low salaries work. I think there is a real brain drain in our profession and I'm concerned that so many folks have left our profession in the last few years.

Ongoing education is important, but having real experiences working with the populations you are most interested in is the MOST important piece of building your skills as a career practitioner.

It is a mission-driven profession!

For me, connection to professional associations - and engagement in them - has been essential. It has provided community, foundations for practice, resources and knowledge to fall back on. Credentialing has been key to my personal growth within the association, but has not been fully understood in my place of employment... it just recently seems to be gaining attention in the past year or so at my university, as we are trying to hire and train new staff in the field (e.g., bringing the FCD training to our campus). I'm excited to see the direction this is taking.

After setting up my private practice as a remote position out of my home (offering mostly virtual with some in-person sessions for local clients) I learned more about myself and my desire/need to be around people, which caused me to scale back my private practice and take on in-person faculty position at the local University, and attending more in-person events through the Agency I represent for military and veterans. I think it's important to know what our needs are and that occurred for me by doing to figure it out.

Most of us don't land in this field on purpose, which is why I think we have such varied backgrounds. It's been such a rewarding experience, but over time I'll most likely have to leave my higher ed role due to the salary.

I am CCE certified as a GCDF (Global Career Development Facilitator)

I have had amazing opportunities to learn and grow professionally throughout my career

I love the work I do!

I have my Masters of Education, Counseling and Career Development specialization and my National Certified Counselor credential, both of which led me to become a career practitioner.

I received my master's degree in counseling psychology, attended a number of NCDA/CCDA conference to update my skills, also attended conferences at other

organization's conferences/workshops that offered career counseling components and have GCDF certificate plus over 25 years of career counseling experience but it feels as if NCDA doesn't acknowledge me as a legitimate career practitioner because I don't have NCDA certification.

I figured out I wanted to do this work in college. I love this work. I'd like to see those who come into the profession get counseling training and training on multiple career theories.

I wish that I had understood all of these options years ago

The importance of reading, understanding the economy and how it affects career choice

I would recommend it to anyone who wishes to help students achieve success. I have enjoyed my journey so far!

It has been an amazing 46 years so far !!

Learn more about how employers actually recruit, evaluate and select applicants. The training career practitioners receive on the employers' processes and perspective is sometime not as deep as needed.

Most k-12 practitioners do more than this, esp. at the high school level. We are insanely busy and have high expectations to deliver career readiness education

I feel lucky that as a student affairs graduate student my supervisor in the career center was involved with NCDA. If I hadn't gone to the conference as a graduate student, I don't know how soon I would've stumbled into all of the research, resources, and history of the profession. It isn't taught in student affairs programs. And many career centers in higher ed. don't look for career development knowledge or experience, rather looking at HR or industry experience. I now work with alumni, and in my onboarding process my supervisor said I should look at getting involved with SHRM instead of NCDA since I'm no longer student-facing. I had to explain in detail that NCDA isn't the same as NACE or NASPA, that it's about career development for all ages, all populations, workforce, industry, private practice, etc. So even within college career services, there is a fundamental misunderstanding and lack of awareness. Even the Society for Vocational Psychology is struggling to get younger members. Our profession needs a boost, and it needs to start with awareness about what it is that we actually do. Active NCDA members know we've been around for over 100 years. But it's disappointing how so many of us still just kind of stumbled into it because it's not something on many people's radar.

Lastly, I didn't need a credential to work in higher ed., so I've only recently finished FCD and will be getting the CCSP, after a decade working in higher ed. career services. Even then, my motivation for credentialing was more about my side business rather than advancing within higher ed. career services, because as I've shared, within higher ed., sadly it seems rare to find other people who

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| are actively invested in career *counseling* and career development as a profession.  |
| NCDA is hamstrung by the ACA umbrella - get rid of it and become truly helpful to all practitioners   |
| Exceptionally, gratifying   |
| I started out first as a career practitioner during graduate school, went on to pursue a PHD and become a psychologist who does career development work afterward.  |
| It is not how I pictured ending up in higher education, but it has been rewarding and satisfying.   |
| I studied and volunteered for seven years before opening my private practice  |
| I started working at a nonprofit but found I was hampered in development without a master's and without higher education work experience, so returned to school 10 years after undergrad to do both at the same time. doing that while having a part time job and the practicum and a small child was a huge barrier. But happy to have come out the other side   |
| Many of us would like focused PD around work-based learning (WBL). Happy to have a deeper conversation to unpack the details.   |
| The work of career development practitioners remained undervalued in U.S. society. For example, the starting pay for fir a career advisor in higher ed. might be \$42K-\$45K, yet the employer asks for a graduate degree and years of experience for that low pay. NCDA can be education members on how to better promote their expertise to employers, to enhance the role and salary of career practitioners.                            |
| My initial certification with NCDA was GCDF - I no longer see that designation-what happened. I paid my annual membership dues regularly & received the Career Development Magazine. I no longer receive a billing for annual dues or the magazine what happened???   |
| This profession addresses my need to help people in measurable ways.  |
| I love what I do, but I have yet to find the ideal setting.   |
| I've worked in varied student services and faculty roles in 30+ years in higher education. I recently returned to career counseling as it is the one role that I find most fulfilling personally. It also has direct impact on students getting the return on their educational investment (time, money, opportunity cost) and achieving long-term career/life satisfaction. The university I am at currently serves alumni for a lifetime. |
| You can attract folks with business experience to fast track credentials, in a similar way I teach a Business Fundamentals and Professional Competencies for non-Business Majors course with great results, enlightening pre-med, pre-law and art students on the need to appreciate, not flee from, business   |
| I have found it very helpful to interact with business and nonprofit professionals  |

I've enjoyed every stop along the way: a large, public community college, a very small liberal arts college, and now balancing a nonprofit community agency with some private practice.

The two main books that influenced me were *The Career Counselor's Handbook & Working Identity*. Thanks.

I also have a Global Career Development Practitioner (GCDF) credential through CCE.

I have no formal education in career services or advising and transitioned to this career after benefiting from it myself and understanding how useful and important it is.

Yes, my own Career Development has led me here in a way that only time and experience does. I share this with my students as part of our discussions, always evolving.

While I had no idea what a career practitioner was until the early 2000s, it seems as though the profession has been tailor-made to my strengths, interests, talents, and experience! I am glad I "found" this profession b/c it has been EXTREMELY interesting and rewarding, and I look forward to finding ways to continue in the field during my "retirement."

I am very close to the end of my career, so gaining credentials is not a priority for me.

I came to career services by chance and would have benefited from some specific trainings early on

Unaware of this career option as an undergrad. Eternally grateful to the colleague who later suggested it. Career Counseling (38-year career) is what I was meant to do.

Make sure that you receive supervision, expected of counselors

Yes more around DEI, AI, state NCDA chapters and PD opportunities and learning credits.

I operated for a long time without proper training and guidance. Receiving training and possibly a mentor will breed success in this field.

I began in the career development field by helping others with whom I worked, suggesting roles or transitions which might suit them better. I drifted into helping people with CVs and job applications (Krumboltz's planned happenstance!). I was asked to work by a career development provider and became qualified.

My original work in New Zealand is from the human resources end of the intersectionality - counselling, teaching, business/HR - that forms career development, and I now teach career development in New Zealand in the second and third years of a Bachelor of Career Development.

Additionally, my qualifications do not fit the US framework detailed in the question above. I have a Bachelor of Commerce degree with a double major in

accounting and management, a Masters in Management, a Diploma in Career Development, and a Diploma in Adult Teaching. I am a Fellow of CDANZ.

It is not linear! I started as a traditional mental health therapist. There are so many transferrable skills, especially pivoting into higher education, which I eventually did years ago.

My journey was a winding road, but I am very happy and very blessed for the professional development opportunities.

Most four-year colleges and community colleges choose employees for their career exploration centers who are not experienced or qualified. They read a book or issue career assessments and simply hand that over to the student. This is not effective

I have loved the switch and I love my job!

A combination of college/university career services, corporate outplacement, and private practice has been an excellent way to gain skills and knowledge. I recommend a variety of work settings.

I have a M.S. in Counseling (Career/College) and also hold an LPCC license in California.

If we have required standards for practice and employment (as most educators do) we will raise the bar for practitioners.

It's still too early to say.

I new when I was home.

Being open to your life experiences and challenging our view that career is only about working and finding a job.

I entered the counseling field in rehabilitation and found the work I love in career development. I'm glad that there were pathways available to find my calling.

It has been a very gratifying career so far.

Yes, thank you! I want to gain understanding about how to earn the license to practice as a career services practitioner and how to begin to use it so that I can transition into that or a similar role in my county school system.

It was happenstance and I think that is not uncommon!

I love do career counseling along with psychological/clinical work where necessary. Being a union representative also made career counseling mote important for me.

Love combining career and mental health therapy

Journey was roller coaster but currently I am enjoying the role as a career counselor.

Taking a master's level career development course was instrumental in my journey

I definitely didn't foresee this career path for myself, but it perfectly aligns with my strengths. I love my job and I know that's a gift!

I've been fortunate to end up at a good place at the end of my career. I also had tenacity and went after what I wanted to do.

|   |
|---|
| Not at this time.   |
| When will the certification for Veterans workforce be offered, again  |
| Regional practitioner development seminars are helpful. I have difficulty attending global conferences.   |
| internship at Northeastern University was a game changer.   |
| I am a staff of one for 5000+ students...any ideas to be successful?  |
| My main background is professional counseling / college counseling, and I've been working in higher ed in an academic/career advising role. So career is not my sole focus, but plays a large part into my conversations with students.   |
| Developing the programs provided from NCDA for members to participate.  |
| As a licensed psychologist (and someone who used to teach career counseling courses) I decided that I did not need to pursue NCDA credentials, but I believe they are excellent and I fully support NCDA's focus on credentialing for career practitioners. Also, I have found it helpful to connect with others doing this work (career counseling) and am in the process of creating a consultation group so I can get support on cases with other career practitioners who also have mental health training. There is such a need for career counselors in private practice (that is, not affiliated with a school or company) - I am continually surprised that I have had to do little advertising to get clients because there is such a great need for people to talk about navigating their working lives with trained professionals. |
| Participating in conferences and professional development is cost prohibitive. Employer does not support or reimburse any of the costs. While the credentials are important, the university doesn't value them.   |
| Enjoy it very much, use of positive psychology.   |
| Using assessments such as mbti and strong and highlands have been helpful   |
| Provide timely responses and relevant info for international credential holders   |
| I entered through the Offender Workforce Development Specialist program using the NIC program. I began working with offenders and migrated to postsecondary.  |
| NCDA has played a major positive role please continue to push the envelope  |
| I have had to pave my own way.  |
| There is a difference between being a Graduate Level Career degree professional and GCDF/CCSP courses. I'd still love to see Career Counseling continue as a profession but sadly it is not so. Higher Education career centers have been moving away from this in the US for the last 10 years. They're more in favor of industry professionals and BIPOC professionals from all backgrounds to hire into career centers in pathways-focused matches to occupations & academic majors. For instance, business schools want a former HR professional to be career coaches to HRM/HRIR undergrad and grad students. Same with the sciences in their career centers, etc.   |

About Career Practitioner focus: As an NCDA Registry Instructor with 65 adult students last year in MN, I highly recommend outreach to workforce centers and nonprofit leadership across the US is particularly important to build future CCSP credentialed professionals with NCDA. The free \$100 (waived) Application Fee with the FCD ebook/book (curriculum) for CCSP is now making some impact. Previous to this, our Minnesota workforce community (other states, I anticipate) were only familiar with GCDF and even after taking my class (and knowing CCSP Exam is available) most of my FCD curriculum students only would get their GCDF credential due to workplaces (employer) paying for it and knowing only about it. CCSP, still, has a road ahead to be recognized and pursued within most workforce settings.

In fact, I recommend GCDF no longer be \*administered\* (they do this extremely poorly, anyways) with the Ctr for Credentialing & Education (CCE), if possible. Can it be taken away from CCE and brought back under the NCDA's administration? It's just going to continue to be the go-to and very popular unless this happens, so far. We have a 20+ year history of GCDF in workforce centers/programs domestically! Some states (4, possibly) still have state statute, I understand, associated with professionals having a GCDF credential. So, a marketing campaign out to workforce programs across the US is needed: TANF (welfare), Dislocated Worker, Youth Workforce, Veterans Services, Vocational Rehabilitation (though they have their own credentials and rarely go through our FCD courses), Food/Employment Support Workforce Nonprofits, Ethnic Workforce Nonprofits, other Contractor to state Workforce programs by Nonprofits, and so on. Hope this helps!