

# NCDA CREDENTIALING CONTINUING EDUCATION MANUAL



# NCDA

National Career  
Development  
Association

**NCDA CREDENTIALING  
CONTINUING EDUCATION MANUAL**

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## Introduction to the NCDA Credentialing Commission

### Mission

To serve the general public and the career services community by using NCDA standards and ethics for defining roles in the field of career services and recognizing those who demonstrate and maintain a high level of professional competency.

### Vision

Committed to providing global leadership in competency-based credentialing for career professionals.

### Tagline

Commitment | Competency | Certification

### Brief History

In August, 2017, NCDA joined other trade associations that uphold standards for their own professions by credentialing people who have the skills to fill specific roles within their field. The NCDA Board of Trustees set up and funded the NCDA Credentialing Commission in 2017. The Commission was charged with making recommendations for implementing credentialing programs for a variety of roles in the career field.

The Commission researched and thoroughly discussed credentialing in its process of creating the initial group of credentials. The Commission has worked in the direction of high standards and streamlined procedures. The word “Credential” was chosen as an umbrella term used for the many types of programs, including licensure, certification, accreditation, recognition designation, and certificates.

The Commission has established [six credentials](#). All these credentials begin with the word “Certified.” All of the credentials contain an assessment component which is scored by “blind reviewers” – experienced professionals who already have the credential and have been trained to score case studies and/or work samples. All credentials are competency-based, requiring the applicant to demonstrate skill and competency in the career development field.

Applications for all of these credentials are completed online, using any available computer. Like all credentials in our field, we DO require continuing education for renewals. Our online process will allow recipients of certificates to update education as it is completed. View the NCDA Credentialing [FAQs webpage](#) for more history and details.

## About Continuing Education & Processes

### Why is Continuing Education Important?

Continuing Education develops your skills, keeps you current in your field, and allows you to deliver quality services.

You must log your continuing education through your FluidReview account every year. You can find complete instructions when you login to your FluidReview account <https://ncda.fluidreview.com/>.

Annually the NCDA Credentialing Commission will review and recommend approved continuing education offerings.

### Guidelines for Continuing Education

All of NCDA Credentials require continuing education. The **required 30 contact hours every 3 years** must meet the NCDA's Credentialing Commission's requirements regarding competency area and activity type, as described below. A contact hour is defined as an hour (60 minutes) spent in learning, development, or delivery in a credential competency area.

You must participate in continuing education activities approved by the NCDA Credentialing Commission. To decide if an activity qualifies, you must be able to answer "yes" to each question if an activity meets continuing education for a credential.

1. Does the content of the activity fall into one or more of the competencies defining the credential? Check your credential webpage for specific competencies.
2. Am I able to interact with the instructor or facilitator during or after the session?
3. Is the activity intended for professionals in the career development field?
4. Will the activity be completed during my credentialing period?
5. Does the instructor/facilitator have formal education, expertise, or credentialing in the relevant credential competency areas? For example, if you are attending a session on career counseling interventions, does the instructor have the Certified Career Counselor credential, or something similar (state license) along with at least a master's degree?

Approved Methods of Obtaining Continuing Education Contact Hours

Unless otherwise noted, requirements apply to both remote learning and in-person activities. A **peer** is defined as an individual who works in the same field or occupation and has approximately the same overall level of expertise, training, education or relevant experience as you. See chart on next several pages for descriptions.

<b>Activity</b>	<b>Requirements for CE Credit</b>	<b>Contact Hrs Awarded</b>	<b>Determining CE Contact Hours</b>	<b>Required Documentation</b>
Auditing or enrolling in college/university courses	The course must be from a post-secondary institution accredited by US Dept. of ED database of Accredited Postsecondary Institutions and Programs <a href="https://ope.ed.gov/accreditation/">https://ope.ed.gov/accreditation/</a> The course must cover one or more competency areas of your credential.	No Limit Each course counts once during each credentialing period.	1 semester term course credit equals 15 contact hours (Ex: 3 hr course = 45 contact hours)  1 quarter term credit course = 2/3 of semester hour (Ex: 3 hr quarter course = 30 contact hours)	Transcript, grade report or verification form (see international section of website for this form <a href="https://ncda.org/aws/NCDA/pt/sp/credentialing">https://ncda.org/aws/NCDA/pt/sp/credentialing</a> )  Passing grades accepted.
<b>Designing or Presenting</b> Seminars, inservice trainings, workshops, conferences & webinars	Attendees must be your peers. Activity must cover one or more competency areas.	No Limit. Each activity counts once during each credentialing period.	Only actual presentation time counts for contact hours . Exclude the time for breaks, lunch etc.	Confirmation letter from the activity sponsor or an official activity program, showing presenter name, presentation title, date of presentation and duration. Same for designing a presentation.

<p><b>Attending Seminars, workshops, conferences, &amp; webinars</b></p>	<p>Activity must cover one or more competency areas. See specific credential competencies on credentialing website.</p>	<p>No limit. Each activity counts once during each credentialing period.</p>	<p>Only actual time listening to presentation counts for contact hours. Exclude time for breaks, lunch etc. For example, 1 hour of a webinar = 1 contact hour.</p>	<p>Certificate of completion or letter confirming completion/registration of activity, including presenter name, presentation title, date of presentation &amp; duration. Or upload NCDA confirmation email for verification to your Fluid Review account.</p>
<p><b>Writing articles for Publications or conducting research</b></p>	<p>Articles must be published in a peer-reviewed journal (except for NCDA publications), as a chapter in a book, or professional publications such as newsletter. Books cannot be self-published. Topic must directly relate to career development. Topic must address one or more competency areas. See specific credential competencies on credentialing website. Work must be</p>	<p>10 per published article or book chapter (editor). 20 per published book. 4 contact hours for newsletter or career publication (eg., NCDA <i>Career Developments Magazine</i>, <i>Career Convergence</i>, regional state CDA newsletters). Maximum is 20 per renewal period.</p>	<p>See previous column for guideline on CE contact hours.</p>	<p>Letter from editor or publisher on their letterhead stating contribution.</p>

	published during current credentialing period.			
<b>Enrollment in Self-study programs</b>	Program must directly relate to career development. Program must address one or more competency areas. See specific credential competencies on credentialing website.	No Limit	CE contact hour determined by certificate of completion of self-study program	Certificate of completion or letter from provider verifying completion
<b>Author of NCDA Career Development Curriculum</b>	Curriculum must be approved by NCDA.	15 contact hours	Time spent developing curriculum	Detailed curriculum outline
<b>Designing and Delivering Career Development Training/Course</b>	You must both develop and teach a course that meets college-level or NCDA FCD training and teaching requirements. Training/course must be related directly to career development. A course can only be counted once in the 3 year renewal period.	15 contact hours maximum	Time spent developing and teaching course or program, up to the maximum of 15 contact hours.	Detailed curriculum outline (e.g. syllabi, agenda) with timeframes listed for each component (e.g. chapter, session, class).
<b>Leadership Participation as a Leader in an</b>	Chair, Co-Chairperson or Editor,	10 contact hours maximum	Time spent serving as	Signed letter of verification on NCDA letterhead

NCDA Committee, Commission, State, regional, or affiliate CDA, or Group; Editor of NCDA publication	President of state career development organization (eg CDA board member, NCDA Commission, board member).	per 3 year renewal period	leader up to the maximum.	or state/regional/affiliate letterhead, that includes person's name, activity, dates of tenure.
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For all credentials, the following **activities do not qualify** for continuing education:

- Course in personal self-improvement
- Trade shows.

### Credential Maintenance

#### Annual Maintenance Fee

Credential holders desiring to keep their credential must pay an annual maintenance fee (\$40) and complete credential renewal at the end of three years.

#### Credential Renewal and Potential Audit

Process for Credential Renewal and Potential Audit

1. Maintain your continuing education contact hours by logging them through your FluidReview Account <https://ncda.fluidreview.com/>. You may log hours at any time as long as the full 30 contact hours are logged prior to your renewal date (3 years after receiving your credential).
2. The NCDA Credential Commission randomly audits 10% of the FluidReview accounts of each credential due for renewal.
3. If you are selected for an audit, you will receive notification with your \$40 invoice for credential renewal that is sent approximately 4 weeks prior to your due date.
4. If you are selected to be audited, your hours will either be considered Acceptable or Unacceptable:

If you are audited and all of your Continuing Education hours are...	Then...
Acceptable	you are eligible to renew your credential and pay your \$40 renewal fee.

Unacceptable	Consequences exist for failing to renew your credential.
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Failure to Renew or Recertify

Failure to...	Will result in...	And reinstatement of your credential requires...
Renew your credential	<ul style="list-style-type: none"> <li>· <b>Inactive status</b> and</li> <li>· Denial of permission to use credential logo during inactive status.</li> </ul>	You submitting the following: <ul style="list-style-type: none"> <li>· Fee of \$40 for request for reinstatement of your application, and</li> <li>· a \$35 late fee, and</li> <li>· payment of past due balance</li> </ul>

Ethics Adherence

As an NCDA Credential holder, you must adhere to the NCDA's Code of Ethics at all times. [https://ncda.org/aws/NCDA/asset\\_manager/get\\_file/3395](https://ncda.org/aws/NCDA/asset_manager/get_file/3395)

- You must attest to your adherence to this Code of Ethics by your signature on your renewal notice.
- This renewal notice also contains a reminder for you to provide written disclosures to the NCDA Credential Commission in the event that you become the subject of a legal, criminal, or disciplinary matter. You must submit these written disclosures to the NCDA Credential Commission within 60 days of becoming aware of the charge or complaint. The NCDA Credential Commission will pass all ethics submissions to the NCDA Ethics Committee. The Ethics Committee will make recommendations to the NCDA Credentialing Commission, who, in turn, will then make a final recommendation to the NCDA Board of Directors. The NCDA Board of Directors will determine final action as necessary which may, or may not, result in the loss of a credential.

Ethics Questions

For questions relating to ethics, please email NCDA Ethics Committee [ethics@ncda.org](mailto:ethics@ncda.org).

Continuing Education: Examples by Credential

The NCDA Credentialing Commission will review and recommend approved continuing education offerings on an annual basis.

**Sources of NCDA-approved continuing education - for all credentials** - either attending, presenting and/or writing/editing:

- NCDA Global Conference
- NCDA Career Practitioner Institutes (CPI)
- NCDA Webinars
- NCDA Publications: Career Convergence, Career Developments Magazine, Career Development Quarterly
- CDA State Conferences and webinars
- OPM (Office of Personnel Management) Federal Careers Webinars  
(upload a registration form to FluidReview)

**Examples of non-NCDA sources of continuing education**

These associations/agencies may offer continuing education (seminars, workshops, presentations, courses) that may have offerings related to career development:

**CMCS and CCSP**

ATD - Association for Training and Development - Education <https://www.td.org/education-courses>

SHRM - Society for Human Resource Management - Learning & Career <https://www.shrm.org/>

HCI - Human Capital Institute - Training & Education Classes <http://www.hci.org/page/hr-training-and-education-classes>

World at Work - Education <https://www.worldatwork.org/education/>

PARW/CC - Professional Association of Resume Writers and Career Coaches <http://parw.com/>

NRWA - National Resume Writer's Association - Education <https://www.thenrwa.com/training-programs>

NACE - National Association of Colleges and Employers - Professional Development <http://www.naceweb.org/>

Career Thought Leaders <https://www.careerthoughtleaders.com/>

NCDA Credentialing Commission, June 2018

NAWDP - National Association of Workforce Development Professionals -  
Training <https://www.nawdp.org/page/EventsTrainin>

The Career Development Network <http://www.careernetwork.org/>

**CCC, CCCE and CCSCC:**

American Counseling Association CE offerings [www.counseling.org/continuing-education/overview](http://www.counseling.org/continuing-education/overview) related to career counseling and development/lifespan development/supervision/teaching/etc.

ACA CE offerings through their: Division, Regions and Branches  
[www.counseling.org/about-us/divisions-regions-branches/](http://www.counseling.org/about-us/divisions-regions-branches/) CE offerings related to career counseling and development/lifespan development/supervision/teaching/etc.

State Licensure Continuing Education requirements may count if they fall under the “career counseling and development” requirement for NCDA certification contact hours.

**Questions Regarding Continuing Education**

For questions regarding, please visit the credentialing web site  
[www.ncdcredentialing.org](http://www.ncdcredentialing.org) or contact the Director of Credentialing and Special Programs, Cynthia Scanlon, [cscanlon@ncda.org](mailto:cscanlon@ncda.org).

NCDA Credentialing Commission, June 2018

NCDA Credentialing Commission, August 13, 2018. [cscanlon@ncda.org](mailto:cscanlon@ncda.org)