

Credentials by Topical Area

Basic – Entry level or standard knowledge

Advanced – 5 YFE/advanced techniques

Intermediate – 2-3 YFE/2nd tier techniques

Expert – 10 years YFE/senior practitioner or trainer

Credential		Credentialing Organization	Topical Area	Practitioner's Expertise Level to Obtain
MCC	Master Career Counselor (NCDA MEMBERSHIP CATEGORY; NOT A CREDENTIAL)	NCDA – National Career Development Association	Career Counseling	Advanced – Master's degree in counseling +maintain counseling license + three years of experience
Discontinued After 1999				
NCCC	National Certified Career Counselor	NBCC – National Board of Certified Counselors	Career Counseling	Expert – Master's degree in counseling + certification exam
BJSS	Business & Job Seeker Specialist	IAWP – International Association of Workforce Professionals	Career & Workforce Development	Intermediate – written exam (must posses HWDS to obtain)
CCP	Certified Career Practitioner	ICCI – Institute of Career Certification International (also supported by the Association of Career Professionals International)	Career Development	Intermediate – 8 years of experience, of which 4 must be in career development
CWDP	Certified Workforce Development Professional	NAWDP – National Association of Workforce Development Professionals	Career & Workforce Development	Intermediate – 24 months / 2800 hours of experience
CFP	Certified Fellow Practitioner	ICCI – Institute of Career Certification International (also supported by the Association of Career Professionals International)	Career Development	Advanced – 12 years of experience of which 6 must be in career development
GCDF	Global Career Development Facilitator	NCDA – National Career Development Association	Career Development	Advanced – 120 hours of training + 24 months / 2800 hours of experience

CFM	Certified Fellow Manager	ICCI – Institute of Career Certification International (also supported by the Association of Career Professionals International)	Career Development	Expert – 12 years of experience of which 6 must be in career development + experience managing at least 5 career practitioners
MCD	Master Career Director	CDI – Career Directors International	Career Development	Expert – 10 years of field experience
MCDP	Master Career Development Professional (NCDA MEMBERSHIP CATEGORY; NOT A CREDENTIAL)	NCDA – National Career Development Association	Career Development	Advanced – Master’s degree in counseling + three years in experience
CCTC	Corrections Career Transition Certified	CDI – Career Directors International	Career development needs of criminal offender population	Intermediate – self-paced training (unknown # of hours)
CPCC	Certified Professional Career Coach	PARWCC – Professional Association of Resume Writers and Career Coaches	Coaching	Basic – self-paced training + written exam
ACC	Associate Certified Coach	ICF – International Coach Federation	Coaching	Intermediate – 60 hours of training + 100 hours of coaching experience
JCTC	Job and Career Transition Coach	CPAD – Career Planning and Adult Development Network	Coaching & Career Development	Intermediate - 21 hours of classroom training
PCC	Professional Certified Coach	ICF – International Coach Federation	Coaching	Advanced – 125 hours of training + 750 hours of coaching experience
MCC	Master Certified Coach	ICF – International Coach Federation	Coaching	Expert – 200 hours of training + 2500 hours of coaching experience

CECC	Certified Electronic Career Coach	CDI – Career Directors International	E-Coaching & Electronic Portfolio Development	Intermediate – 28 hours of self-paced training + practical exam
CWPP	Certified Web Portfolio Practitioner	CDI – Career Directors International	Web Portfolios	Intermediate – 10 hours of self-paced training + practical exam
CEIP	Certified Employment Interview Professional	PARWCC – Professional Association of Resume Writers and Career Coaches	Employment Interviewing	Basic – self-paced training + written exam
CEIC	Certified Employment Interview Consultant	CDI – Career Directors International	Employment Interviewing and Salary Negotiation	Intermediate – 20 hours of self-paced training
CCRE	Certified Career Research Expert	CDI – Career Directors International	Career Research/ Occupational Information	Basic – self-paced training (unknown # of hours) + exam
LMIS	Labor Market Information Specialist	IAWP – International Association of Workforce Professionals	Labor Market Information	Intermediate – written exam (must possess HWDS to obtain)
CARW	Certified Advanced Resume Writer	CDI – Career Directors International	Resume Writing	Basic – written + practical exam
CPRW	Certified Professional Resume Writer	PARWCC – Professional Association of Resume Writers and Career Coaches	Resume Writing	Basic – written + practical exam
NCRW	National Certified Resume Writer	NRWA – National Resume Writers’ Association	Resume Writing	Basic – written + practical exam
CERW	Certified Expert Resume Writer	CDI – Career Directors International	Resume Writing	Intermediate – expertise verified by portfolio
CFRW	Certified Federal Resume Writer	CDI – Career Directors International	Resume Writing	Intermediate – 28 hours of self-paced training + practical exam
CMRW	Certified Master Resume Writer	CDI – Career Directors International	Resume Writing	Advanced - TBA

HWDS	History of Workforce Development Specialist	IAWP – International Association of Workforce Professionals	Workforce Development	Basic – written exam
UEIS	Unemployment Insurance Specialist	IAWP – International Association of Workforce Professionals	Unemployment Insurance / Workforce Development	Intermediate – written exam (must possess HWDS to obtain)