



## BACKGROUND

While the USA has spent hundreds of billions of dollars on education reform, virtually no resources have been devoted to career development – the process that helps individuals decide what careers they are suited for and discover the pathways to that career. The cost of this neglect is staggering – both for young adults, who often end up unemployed or underemployed, and for American businesses, which are often constrained by shortages of skilled workers. Achieving career readiness (i.e., students enter the job market with the skills, knowledge and credentials to be competitive) can reverse these negative trends.

NCDAC joined the Coalition for Career Development, a national confluence of prominent business, education and government organizations committed to making career readiness a central focus of American education. A main priority of both NCDAC and the Coalition is to have a School Career Development Advisor in every middle/high school in the US. To address this need, NCDAC developed the School Career Development Advisor Training Program which has been piloted in several school districts across the nation.



Certified School Career  
Development Advisor  
(CSCDA)

# NCDAC School Career Development Advisor Training and Certified School Career Development Advisor Credential

[www.ncdcredentialing.org](http://www.ncdcredentialing.org)

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## What is the NCDA School Career Development Advisor (SCDA) Training Program?

The National Career Development Association (NCDA) developed a School Career Development Advisor (SCDA) Training Program. The training is intended for School Career Development Advisors who work in the K-12 sector to help prepare students for meaningful work and managing their careers. These advisors work with other staff to coordinate the design, implementation, and monitoring of school and community-based efforts to improve the chances of students entering the job market with skills, knowledge, and credentials to be competitive. Examples of this work may include providers of career education, key contacts with business and industry, and organizers of events such as career days, job fairs, or internships/externships.

SCDA Training can be offered independently, for those tenured school counselors, or it can be offered in collaboration with Facilitating Career Development (FCD) Training for those who want more information on providing quality career development services. SCDA Training consists of a total of 40 hours of instruction. It can be offered online as well as through traditional face-to-face delivery.

In addition, NCDA offers a Certified School Career Development Advisor (CSCDA) credential to both school counselors with experience with career development services and those who complete the SCDA and, if applicable, FCD Training. For more information about the CSCDA credential, along with the five other NCDA credentials for career practitioners, visit [www.ncdacredentiaing.org](http://www.ncdacredentiaing.org).



### Contact:

NCDA Credentialing Commission  
[credentialing@ncda.org](mailto:credentialing@ncda.org)  
918-663-7060

## Objectives

The objectives for the SCDA Training are organized into two primary competency areas (1) knowledge of skills related to student career advising and (2) knowledge of skills related to working with business and industry.

### **Student Career Advising**

1. Apply knowledge of the career planning process, formal and informal assessments, case management, diversity and needs of special populations.
2. Use career facilitation and case management skills
3. Guide students in the development of career pathway plans

### **Working with Business and Industry**

1. Function as the key point of contact in schools with area employers and their associations.
2. Communicate the value of industry-recognized credentials and certifications to students and parents/guardians.
3. Facilitate a variety of experiential learning experiences, which could include career fairs, job shadowing, workplace tours, internships, career speakers, volunteering and part-time employment.