

Message from our ED

UPDATE: National Certification for Career Development Professionals (CDPs)



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Executive Director*

WHERE HAVE WE BEEN?

The *Supporting Canadians to Navigate Learning and Work* (2018-2021) project undertook to build on the foundation of the original Canadian Standards & Guidelines for Career Development Practitioners (launched in 2001) by co-creating the following bilingual assets with Career Development Professionals (CDPs) across the country:

- A new definition of Career Development Professional
- The Pan-Canadian Competency Framework for Career Development Professionals
- The National Competency Profile for Career Development Professionals
- The Code of Ethics for Career Development Professionals
- A piloted national certification program that includes a robust exam, a performance assessment tool, and supplementary study guide
- Three micro-credentials

The project was funded by the Government of Canada's Sectoral Initiatives Program, fueled by over 5,000 volunteer hours from hundreds of CDPs and subject matter experts, and coordinated and managed by the Canadian Career Development Foundation. Find out more about this project and access all of these assets at <https://ccdp-pcdc.ca/en/home>.

Long before this project began, and all along the way throughout, every provincial association and leadership body had been actively engaged in shaping the approach to national certification. All were on board to collaboratively launch one cohesive Canadian certification. At the conclusion of this project, our hope had been to move directly to implementation with the ongoing support of the Sectoral Initiatives Program. Instead, we have had to determine a way forward without federal support.

THE PLAN FORWARD

To launch a rigorous competency-based certification program responsibly, we know we need 3 things:

- ***A national certification program (including robust assessment tools and supporting systems) that is complete, having been rigorously tested, refined, and assessed to be ready to launch*** - At the conclusion of the project, we had developed and tested both a multiple-

choice exam and structured interview as key elements of assessment. While both held up well, there were gaps and refinements still needed to be ready to launch.

- ***A competent body ready to administer the national certification program*** - The Nova Scotia Career Development Association (NSCDA) had been administering a similar competency-based program provincially for a number of years. They stepped forward with enthusiasm and resources, offering to administer the national program. Many (MANY!) meetings with provincial associations and leadership bodies and the National Stakeholder Committee were held to ensure the sector endorsed NSCDA assuming this role on our behalf.
- ***A body that is representative of our sector to govern the program*** – Normally, a dedicated incorporated body would be formed, comprised of representatives from the career development sector with expertise in competency-based certification to legally govern the program. Since we do not yet have such a body, the National Stakeholder Committee agreed to form an Advisory Committee to work with NSCDA and CCDF (as holder of the Standard) to shape the policies and protocols that will underpin national certification and to oversee its implementation. Until such time as this Committee is ready and legally able to assume full fiduciary and legal responsibility and liability for the national certification program, the NSCDA Board has agreed to do so.

WHAT'S NEXT?

The National Stakeholder Committee has formed a Working Group to draft Terms of Reference and suggest a process for creating this Advisory Committee. Our hope is to have the Advisory Committee in place and functioning by the end of summer 2023.

In the meantime, CCDF and NSCDA are negotiating a legal agreement to license NSCDA to use the standard and associated assets in the context of administering national certification. We anticipate that this agreement will be finalized in the coming month.

NSCDA is working with an expert consulting firm to ensure the assessment tools are complete and integrated into systems to support the launch of national certification. We are working toward a gradual and sequenced implementation plan, starting with the program to legacy all who have been certified by an existing provincial CDP certification program, conducting a limited pilot of the newly refined assessments and systems, opening the doors to new applicants, and ultimately offering the full spectrum of services including recertification. Our hope is to be fully launched and functional by March 2024.

QUESTIONS? SUGGESTIONS?

Please don't hesitate to reach out. You can contact NSCDA's Registrar, Lindsay Guitard, at lguitard@nscda.ca or CCDF at information@ccdf.ca