

An Employer's Guide to the NCC Credential

The National Certified Counselor (NCC) credential was developed by the National Board for Certified Counselors (NBCC) in 1982 to provide the counseling profession with a master's level, professional counselor credential representing the national standards set by NBCC and the Council for Accreditation of Counseling and Related Educational Programs (CACREP). NBCC and CACREP work together to support and require excellent educational standards for professional counselors.

NBCC was founded by the American Counseling Association in 1982 to bring national leadership and credentialing to the counseling profession. NBCC's examinations (National Counselor Examination, National Clinical Mental Health Counseling Examination, and the Examination for Master Addictions Counselors) are now used by every state counselor licensure board in the United States. Employers seeking well qualified mental health service providers should consider hiring counselors who hold the NCC. NCCs are well prepared to offer cost effective professional counseling to clients and students nationwide.

In order to obtain the NCC credential, a counselor must complete the following:

- Degree: A master's degree in counseling from a regionally accredited university
- Academic Hours: At least 48 semester or 72 quarter graduate-level academic hours with at least two academic terms of supervised counseling field experience
- Coursework: Substantial coursework in Human Growth and Development, Social and Cultural Foundations, Counseling Theories and Skills, Group Counseling, Career Development, Psychometric Assessment, Research, and Professional Identity and Ethics. Substantial counseling field experience during the academic program is also required.
- Experience and Supervision: A minimum of 3,000 hours of supervised counseling practice and 100 hours of direct counseling supervision, both over a 24 month post-master's period. Graduates of CACREP accredited graduate programs are exempt from this requirement due to the rigor of their academic training.

In addition, NBCC maintains a professional code of ethics and a highly regarded ethics adjudication procedure. When necessary, NBCC will sanction or revoke a counselor's certification for ethics violations.

NBCC requirements for counselor certification help ensure that counselors holding NBCC credentials meet the high standards set by the profession. Just as physicians who voluntarily obtain AMA board certification have demonstrated a higher level of professional commitment than their colleagues who hold only the required state medical license, counselors who hold the NCC credential have demonstrated a similar commitment to professionalism. There are more than 42,000 NCCs in the United States and 40 other countries around the world.

In addition to the NCC credential, NBCC administers specialty credentials in Addictions, Clinical Mental Health, and School Counseling. The NCC is a pre-requisite for those seeking a specialized NBCC credential. The NBCC Master Addictions Counselor (MAC) credential is approved by the US Department of Transportation's Substance Abuse Professional training and credentialing program. The National Certified School Counselor (NCSC) credential is recognized by a growing number of states for salary supplement. The Certified Clinical Mental Health Counselor (CCMHC) credential is recognized by TRICARE, the military's healthcare program.

More information about NBCC and the NCC credential can be obtained from our Web site at www.nbcc.org.



NATIONAL BOARD FOR
CERTIFIED COUNSELORS®