

# Employer's Guide to the NCC Certification

The National Board for Certified Counselors (NBCC) developed the National Certified Counselor (NCC) credential in 1982. The NCC certification identifies individual counselors who have voluntarily met standards based on research in the profession of counseling.

These standards include the following:

- A master's degree (or higher) with a major study in counseling from a regionally accredited institution
- Specific coursework requirements
  - Human Growth and Development Theories in Counseling
  - Social and Cultural Foundations in Counseling
  - Helping Relationships in Counseling
  - Group Counseling Theories and Processes
  - Career Counseling and Lifestyle Development
  - Assessment in Counseling
  - Research and Program Evaluation
  - Professional Orientation to Counseling
  - Counseling Field Experience

These are consistent with the requirements set forth by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). CACREP's mission is to promote the advancement of quality counselor education programs. For more information about CACREP, visit [www.cacrep.org](http://www.cacrep.org).

- Supervised counseling experience of 3,000 hours over a period of 24 months
- Direct supervision of 100 hours over a minimum period of 24 months
- A passing score on an NBCC required examination

Once certified, certificants must maintain their certification by:

- Paying an annual fee.
- Attesting that they continue to adhere to NBCC's *Code of Ethics* as well as other policies and procedures.
- Demonstrating that they have remained current with the developments in the counseling profession at the completion of a five-year period.

## Benefit to Employers

Having NCCs on staff:

- Demonstrates a commitment to the populations served.
- Aids in making employment decisions.
- Boosts confidence in the abilities offered by staff members.
- Provides a resource for adjudicating ethical concerns.
- Assures the continued professional development of staff.



NATIONAL BOARD FOR  
CERTIFIED COUNSELORS

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Founded in 1982 as an independent, not-for-profit organization, NBCC is the nation's premier and largest counselor certification organization. NBCC currently has more than 54,000 certificants in the United States and 50 countries. NBCC's primary mission is

to promote counseling through quality certification programs. NBCC's certification program recognizes counselors who have met predetermined standards in their training, experience and performance.

Given the dedication to excellence, NBCC pursued accreditation in October 1985 by the National Commission for Certifying Agencies (NCCA), an independent, national regulatory organization that monitors the credentialing processes of its member agencies. Currently, NBCC's National Certified Counselor (NCC) and Master Addictions Counselor (MAC) credentials are NCCA accredited.



NBCC's examinations are now used by every state counselor licensure board in the United States.

**More information about NBCC and the NCC certification can be obtained from our Web site at [www.nbcc.org](http://www.nbcc.org).**