

Glossary of Counseling and Career Development Terms

School Counselor – professional counselor skilled in current counseling techniques focusing on students' academic, career and personal/social needs. School counselors must also possess skills in the development, implementation and evaluation of comprehensive school counseling programs, as well as an ability to work in collaboration and consultation with others in the school and community. In North Dakota, a qualified school counselor holds a ND teaching license and a Masters degree in guidance and counseling. Many school counselors are also Licensed Professional Counselors, which requires that they pass a national exam, complete an internship and maintain the license through continuing professional development in the counseling field. The ND School Counselor is credentialed through the Department of Public Instruction.

Career Development Counselor – is a school counselor whose program addresses student needs in all three areas (academic, career and personal/social), placing an emphasis in the area of career development and career counseling. They assess people's interests, personality, values and skills, and also help them explore career options and plan their secondary and postsecondary educational experience based on career goals. Career counselors provide professional assistance in career exploration and decision-making for individuals and groups; assisting clients in choosing major fields of study and/or occupations and helping them transition into the world of work or further training.

Career Education – is a K-Adult concept that integrates career-related activities into regular classroom work or, may be taught through stand-alone classes focusing on career exploration and decision-making. Regardless of the delivery method of Career Education, integral to the concept is the partnership between education, business, industry, and the community as a whole. Career education provides developmentally appropriate career awareness and exploration activities for students, assisting them in developing and assessing their own interests and abilities.

Career Resource Network (CRN) – is a network designed to provide assistance and resources in the area of career management through the Department of Career and Technical Education and with the support of the regional Career Resource Coordinators (see below). This network manages a delivery system for the dissemination of career information to individuals, business, trade/ professional organizations and government agencies for the purpose of career planning, development & implementation, and program training.

Career Resource Coordinator (CRC) – is a resource person funded through the Department of Career and Technical Education under the direction of the Career Resource Network. They provide assistance and professional development opportunities in the area of career planning, including the use of the career information delivery system (CIDS). There are currently four Career Resource Coordinators, located on two-year campuses and working closely with Regional Education Associations, other schools, and business and industry to assist in meeting the career planning needs in each region.

Career Information Delivery System (CIDS) – is an online career planning tool used for career education and exploration. It helps students build education and career plans as they compare, connect and choose from a vast network of work and education options. It also includes a test preparation component that gives students the practice they need to reach their full potential on college entrance exams. The current career information delivery system used in North Dakota is Guidance Central, funded by Student Loans of North Dakota. This tool includes assessments for interests, aptitudes, work values, career clusters, learning styles and skills assessments.

Career Development Facilitator (CDF) – is an individual working in a variety of career development settings. They may serve as a career group facilitator, job search trainer, career resource specialists (center coordinators), career coach, career development case manager, intake interviewer, occupational and labor market information resource person, human resource career development coordinator, employment/placement specialist, or workforce development staff person. A career development facilitator required completion of CDF training, including internship hours based on education level.