

Glossary of Counseling & Career Development Terms

Career Advisor (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 specialist (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. Requires completion of Career Development Facilitator (CDF) training, including internship hours based on education level.

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

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 needed to reach their full potential on college entrance exams. The current career information delivery system used in North Dakota is RUReady.ND.gov. This tool includes assessments for student interests, work values, career clusters, and in-depth information for college planning and financial aid.

Career Resource Network (CRN) – is a system designed to provide assistance and resources in the area of career management through the Department of Career and Technical Education. 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 and implementation, and program training.

School Counselor – a 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 Master's 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 licensed through the Education Standards and Practices Board and credentialed through the Department of Public Instruction.