Career Development Practice: Transformation through Validation VPL Biennale, Kilkenny, Ireland, May 2024

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Who We Are

The NSCDA is a professional association for the Nova Scotia career development sector. We provide training, certification and membership services to 1000 members





Outreach and Leadership

Beyond Client-CDP Interactions

CDP Extended

Common Competencies for Specialized Services

CDP Characteristic

Competencies Distinct to CDPs

Professional Practice

Foundational to the Professional Field of Practice





Recognition of Prior Learning



Developmental PLAR (e.g. portfolio, skills identification)



- Self-assessment
- · Reflective learning
- Skills / competencies emerge



Career / Professional Portfolio



- Self-assessment
- Skills inventories
- · Reflective learning
- Competencies defined by job descriptions, ads, employers
- Assessment by employers



Academic RPL



- Course-by-course or block learning outcomes
- Specified third party assessment by SME (faculty)
- Various assessment methods



RPL for unregulated trades / occupations



Occupational /

SME

- Learning outcomes / occupations standards
- Third party assessment by SME
- professional standards
 Third party assessment by

RPL for regulated

trades / occupations

Multiple assessment methods

PROCESS......PRODUCT / OUTCOME

FORMATIVE......SUMMATIVE

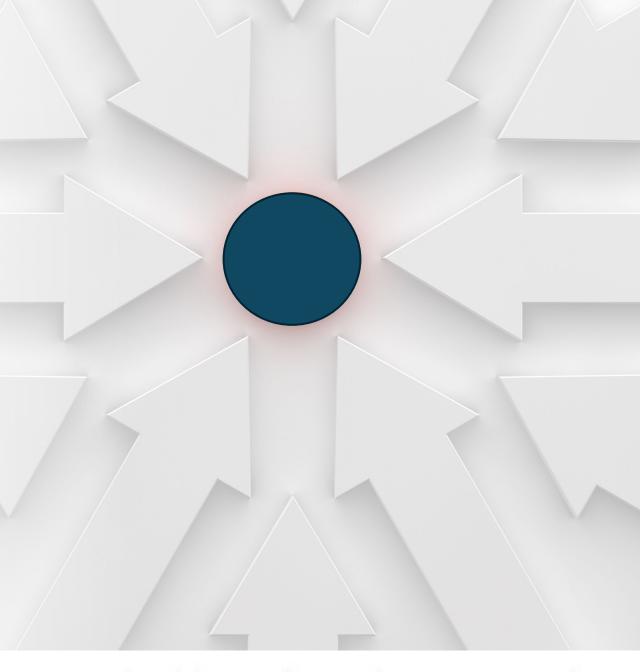
SELF-RECOGNITION.....RECOGNITION BY EMPLOYER.....ACADEMIC INSTITUTION.....REGULATING BODY

LOW STAKES / HIGH STAKES (PERSONAL vs PUBLIC)



Person Centered Approach

- Meeting a need by using a grass-roots approach.
- Ongoing collaboration and data collection. (Research)
- Moving with growth and change.
- Commitment to life-long learning.
- Impacting their confidence and validating their skills.



+ 5th BIENNALE

Assessment Route to Certification

- Advising Session
- Application and Evidence
- Multiple choice examination
- Structured Interview
- Obtain designation
- Maintain Professional Development

Growth and Development

- Canadian Certification program
- Growth of the Professional
- Growth of the Profession
- Recognition of the Career Development Sector





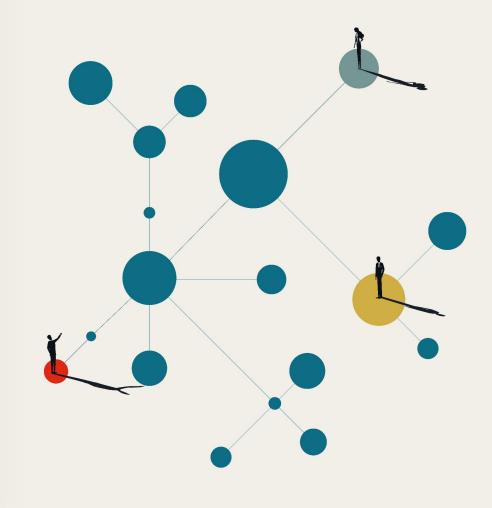
NSCDA CCDP Self Assessment Tool





References and Links

- 1. Nova Scotia Career Development Association www.nscda.ca
- 2. Career Certification www.careercertification.ca
- 3. Competency Framework for Career Development Professionals Competency Framework Career Development Professionals (CPD) Canada (ccdp-pcdc.ca)



Thank you!

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Career & Certification

