



Career Counsellor Chapter Research Subcommittee

REPORT ON CANADIAN CAREER COUNSELLING PROGRAMS

**Canadian Counselling and Psychotherapy Association (CCPA)
in partnership with
the Canadian Career Development Foundation (CCDF)**

March 2014

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Career Counsellor Chapter Research Subcommittee

Introduction

Which counselling programs offer coursework in career counselling?

How often do these courses run?

Who teaches these courses and do they have career counselling experience?

The CCPA Career Counsellors Chapter, in partnership with the Canadian Career Development Foundation (CCDF), reached out to select counselling programs in Canada to discover what programs currently offer coursework focused on building career counselling skills and knowledge and to “scratch the surface” to determine both *what* is being delivered and *how* it is being delivered.

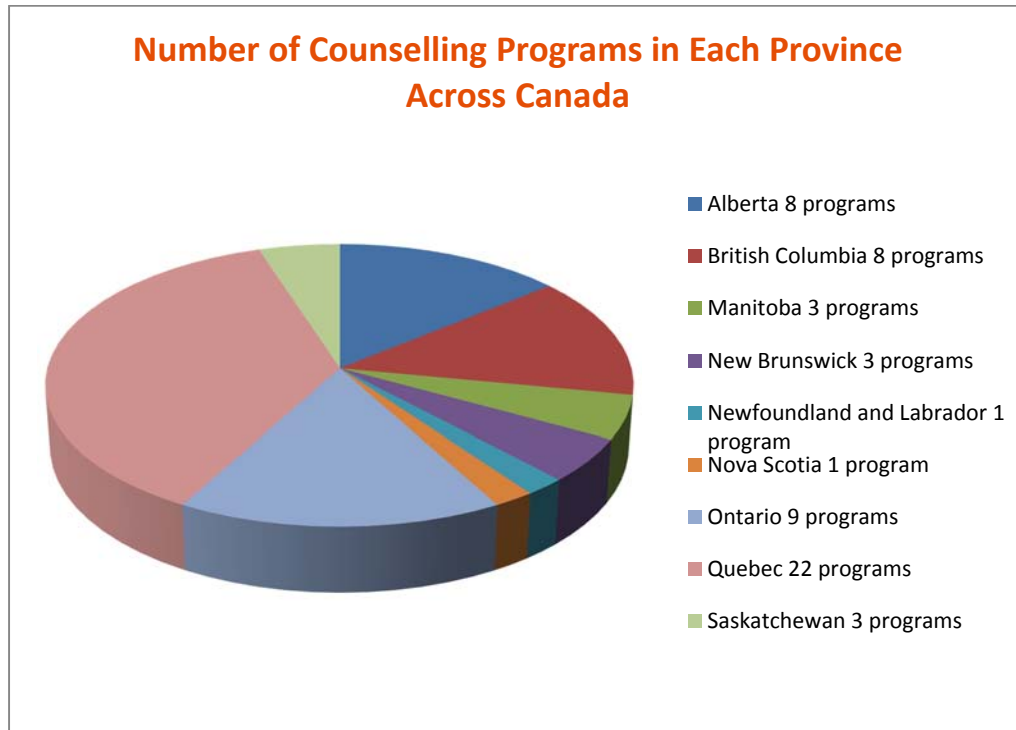
This report summarizes data collected from post-secondary counselling programs across Canada. Appendix A provides a full listing of programs invited to participate and highlights those who provided data in response to the invitation. Based on this data, this preliminary report provides a “snapshot” of current practice.

The next phase of this research will consist of key informant interviews with a select number of respondents in an effort to highlight best practices.

Together, it is hoped that the inventory and best practice commentary will be a valuable resource to our members as they manage human resources within their organizations, mentor new entrants to the field and/or plan their own professional development.

1. Number of Counselling Programs Identified

We contacted 42 post-secondary institutions offering graduate counselling programs across Canada (see Appendix A) and collected information from 38 Universities . Information on 58 counselling programs within these 38 Universities was collected in the form of a completed Data Capture Template (see Appendix B). Across the data collected, the Province of Quebec offered the most counselling programs (22), followed by Ontario which had nine programs.



Within the data we collected, there were 22 French counselling programs and 33 English counselling programs. Three programs from the University of Ottawa were offered in both English and French.

2. Areas of Specialization Within Programs

Below is a list of the areas of specialization offered to students in the various counselling programs. Only programs that reported offering an area of specialization are included in this chart. Twenty-three different areas of counselling specialization were identified as being offered to students in these programs. Most specializations (35%) were offered in the areas of School/Special Education/Guidance Counselling. Only 4 programs offered Career Counselling as an area of specialization.

Areas of Specialization	Number of programs offering this area of specialization
School/Special Education/Guidance Counselling	8
Individual/Couples/Family Counselling	5
Career Counselling	4
Counselling Psychology	3
Art Therapy	3
Spiritual/Pastoral Counselling	3
Music/Drama/Play Therapy	3
Counselling	2
Trauma Counselling	2
Addictions Counselling	2
Agency Counselling	2
Multidisciplinary Leadership	1
Counselling and Psychotherapy	1
Curriculum, Teaching and Learning Studies	1
Post-Secondary Studies	1
Information Technology	1
Vocational Rehabilitation Counselling	1
Aboriginal Counselling	1
Entretien Motivationnel	1
Jeu Pathologique	1
Educational Leadership	1
Psychology in Education	1
School Psychology	1

3. Delivery Modes

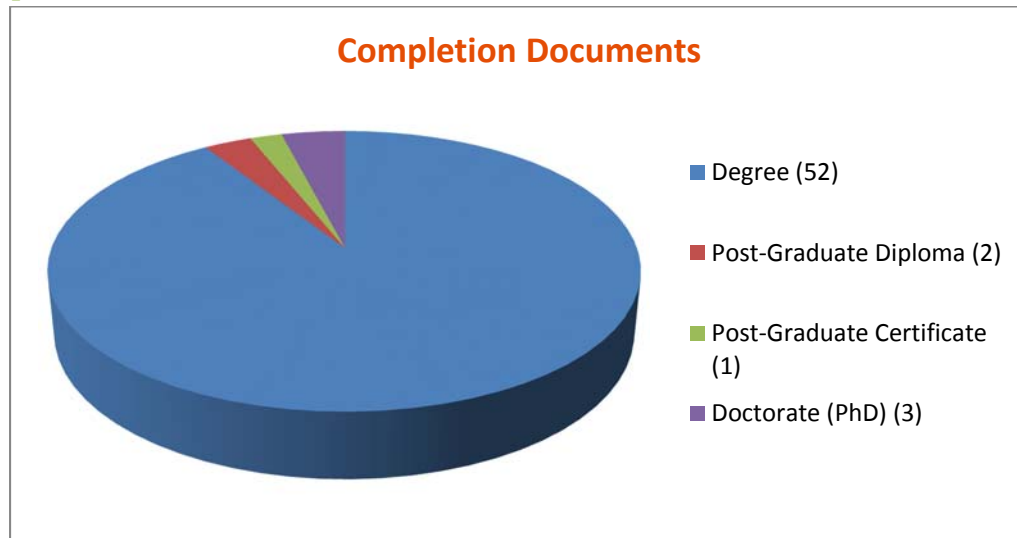
The counselling programs were offered through a range of delivery modes. The chart below highlights the different kinds of delivery modes listed; however it should be noted that some programs offered a combination of delivery modes and/or student choice and others offered them only subject to approval.

Of the information collected from 58 counselling programs on their program modes of delivery, 52% cited face-to-face and 14% of the programs offered a variation of blended formats to students.

Delivery Modes	Number of programs
Classroom – Face-to-Face	27
Blended (face-to-face, Online Discussions, teleconferencing, Videoconferencing, distributed learning)	8

format, paced-study)	
Online	6
Distance	4
Classroom and Practicum/Internship	2
Week-Long Intensives	2
Individual Mentoring	1
Distance practicums may be considered	1
Clinic courses offered off campus at a Counselling Centre	1
Online with Supervised Practicum	1

4. Completion Documents



The majority of counselling programs examined were degree programs (90%). Of the programs reviewed in the research, 2 offered students a Post Graduate Diploma, 1 a Post-Graduate Certificate and 3 Doctorate programs.

5. Number of Core Faculty Teaching in the Program

5a. Range

English (14, 10, 9(x3), 8 (x5), 7, 6 (x4), 5, 4 (x5), 3 (x4), 2 ,
 French (40, 22, 21 (x2), 15, 12, 10, 9, 8, 7)

The number of core faculty teaching in both the English and French counselling programs ranged from 2 to 40. The French programs had a noticeably higher number of core faculty dedicated to their programs.

5b. Average

The average number of core faculty teaching in both the English and French programs was 9. It should be noted that this average was made higher by the four French programs that had 21, 21, 22 and 40 core faculty. Without these four numbers included,

the average number of core faculty teaching in both the English and French programs was 7.

6. Of these, how many self-identify with a research and/or practice interest in career counselling.

6a. Range

English (4, 3, 2 (x8), 1 (x10), 0 (x5))

French (15, 4, 2, 1 0 (x5))

The number of faculty who self-identify with a research and/or practice interest in career counselling ranged from 0 to 15.

6b. Average

The average number of faculty teaching in both the English and French programs who self-identified with a research and/or practice interest in career counselling was 1.5.

When considering this average, it must be recognized that eleven programs had one faculty member who self-identified with a research and/or practice interest in career counselling and eleven programs did not have any faculty member who self-identified with an interest in career counselling. The average was skewed with one of the French universities identifying 15 faculty with a career counselling interest.

7. Number of Programs that include a career counselling focus

Of the 58 counselling programs reviewed, only five programs, or 9% included a Career Counselling focus.



Four of the five programs which included a career counselling focus were offered in French.

8. Number of Career Counselling Courses in each Program

Of the 58 counselling programs surveyed, 44 included career counselling courses. The total number of career counselling courses offered across all of the programs is 203.

8a) Range

38, 30, 20, 19, 18, 16, 11, 7, 5, 4, 3 (x4), 2 (x10), 1 (x9)

Of the Counselling programs analyzed, the number of counselling courses offered ranges from 1 to 38. The Université de Laval offers the most career-related courses (38).

8b) Average Number

The average number of career counselling courses offered in the counselling programs was 6.

9. Titles of Career Counselling Courses

Titles of Career Counselling Courses	Number of institutions offering the course
ENGLISH	
• Career Counselling	5
• Advanced School Counselling and Guidance Practice	1
• Assessment in Career and Counselling Psychology	1
• Career and Employment Counselling	1
• Career and Transition Planning	1
• Career Counselling and Development: Transitions and Adulthood	1
• Career Counselling and Development: Transitions from School to Work	1
• Career Counselling Practices	1
• Career Development	1
• Career Development and Counselling Across the Lifespan	1
• Career Development in Organizational Settings	1
• Career Education and Career Counselling	1
• Career Planning	1
• Career Planning and Decision Making	1
• Career Psychology	1
• Consultation and Program Evaluation	1
• Counselling Aboriginal People	1
• Counselling for Career Development and Life Transitions	1
• Counselling Children and Youth	1
• Counselling Girls and Women	1
• Counselling Skills for Creative Art Therapists	1
• Ethics in Clinical Practice	1
• Foundations of Career Development	2

Titles of Career Counselling Courses	Number of institutions offering the course
• Group Counselling	1
• Guidance and Counselling in School Environments	1
• Interdisciplinary Topics: Cross Cultural Issues	1
• Lifestyle and Career Development	1
• Practicum in Counselling	1
• Processes and Resources for Facilitating Career-Life Transitions	1
• Programs in Career Development	1
• Special Topics in Education/Counselling Psychology	1
• Theories of Career Development	2
• Theories of Counselling	1
• Topics in Clinical Psychology for Creative Arts Therapists	1
• Vocational Psychology and Career Development	1
• Work and Life Planning Counselling	1
FRENCH	
• Activations du developpement I	1
• Activations du developpement II	1
• Activités de développement personnel I	1
• Activités de développement personnel II	1
• Agirs professionnels et société	1
• Analyse critique d'interventions	1
• Analyse de pratiques I	1
• Analyse de pratiques II	1
• Analyse de pratiques III	1
• Analyse de pratiques IV	1
• Analyses quantitatives avancées	1
• Analyse qualitative informatisée	1
• Approches cliniques ou psychothérapie	1
• Approche orientante : interventions	1
• Approches d'intervention et accompagnement psychoéducatif	1
• Approches qualitatives en psychoéducation	1
• Approfondissement des problématiques contemporaines en psychoéducation	1
• Approfondissement de l'intervention psychoéducatif en milieu scolaire	1
• Approfondissement des phénomènes d'inadaptation sociale	1
• Carrière et organisations : intervention	1

Titles of Career Counselling Courses	Number of institutions offering the course
• Concentration clinique	1
• Concentration recherche-intervention	1
• Consultation and Program Evaluation	1
• Counseling de carrière groupal	1
• Counseling de carrière individuel III	1
• Counseling de carrière individuel IV	1
• Counseling de vie-carrière	2
• Counseling de groupe	1
• Counselling et Orientation Auprès Des Groupes Minoritaires	1
• Culture organisationnelle	1
• Discrimination et trajectoires professionnelles	1
• Dynamiques interculturelles et intervention	1
• Élaboration et évaluation de programmes d'intervention	1
• Essai en orientation	1
• Essai en psychoéducation	1
• Éthique et déontologie professionnelles	1
• Éthique de l'intervention et de la recherche	1
• Éthique et pratique professionnelle	1
• Étude de cas, diagnostic et plan d'intervention	1
• Évaluation appliquée à la sélection du personnel	1
• Évaluation et gestion organisationnelle	1
• Évaluation de programmes	1
• Évaluation psychométrique avancée	1
• Femmes, école et société	1
• Fondements de l'éducation	1
• Fondements de l'analyse qualitative	1
• Gestion des équipes et des milieux d'intervention	1
• Groupes spéciaux	2
• Information et ressources	1
• Information sur les carrière	1
• Instruments de mesure en contexte d'intervention	1
• Intégration de savoirs professionnels	1
• Intégration professionnelle et environnement de travail	1
• Intentionnalité et projets de vie	1
• Intervention auprès des familles II	1
• Interventions et approches psychothérapeutiques	1
• Intervention en bureau privé et dans des services de consultation	1

Titles of Career Counselling Courses	Number of institutions offering the course
• Intervention en contexte multiculturel	1
• Intervention en milieu communautaire et en milieu naturel	1
• Intervention en milieu organisationnel	1
• Intervention en milieu scolaire	1
• Intervention en milieux de la formation et de l'emploi des adultes	1
• Intervention familiale	1
• Intervention en contexte de crise	1
• Intervention en milieux de réadaptation et de réinsertion	1
• Intervention psychosociale	1
• Intervention psychoéducative auprès des personnes suicidaires	1
• Introduction à la sociologie de l'éducation	1
• Introduction à l'analyse quantitative	1
• Jeunes en transition entre école et monde du travail	1
• La relation éducative	1
• Leadership en éducation	1
• Médiation familiale	1
• Mémoire	2
• Mémoire de recherche	1
• Mémoire en orientation	1
• Mesure et évaluation en psychoéducation	1
• Méthodes qualitatives de recherche	1
• Méthodes quantitatives de recherche	1
• Méthodes de recherche	1
• Méthodologie de recherche en orientation	1
• Modèles de l'intervention éducative	1
• Modèles d'évaluation	1
• Modèles théoriques en psychoéducation	1
• Orientation de carrières	1
• Planification et évaluation d'une intervention de groupe	1
• Planification des ressources humaine & de la carrière dans l'organisation	1
• Prévention et intervention précoce	1
• Principes et enjeux de l'évaluation dans un processus d'orientation –nouveau	1
• Problématiques actuelles sur les trajectoires professionnelles	1

Titles of Career Counselling Courses	Number of institutions offering the course
• Profil intervention	1
• Profil recherché-intervention	1
• Programmes d'orientation de carrières	1
• Projet de recherche	1
• Projet de recherche en orientation	1
• Rapport de projet d'intervention – profil intervention seulement	1
• Rapport de stage	1
• Santé mentale au travail	1
• Séminaire approfondi I	1
• Séminaire approfondi II	1
• Séminaire approfondi III	1
• Séminaire approfondi IV	1
• Séminaire d'approfondissement	1
• Séminaire d'élaboration d'un projet de mémoire	1
• Séminaire de recherche	1
• Séminaire de recherche en orientation	1
• Séminaire sur l'évaluation de l'intervention	1
• Séminaire sur la planification de l'intervention	1
• Séminaire en développement professionnel et en planification de carrière	1
• Séminaire Professionnel	1
• Séminaire de stage en psychoéducation	1
• Séminaire sur l'enseignement supérieur	1
• Séminaire: les processus de groupe	1
• Sociologie du travail	1
• Stage I	1
• Stage II	1
• Stage avancé de pratique professionnelle	1
• Stage de counseling humaniste-existential I	1
• Stage de counseling humaniste-existential II	1
• Stage - Deuxième partie	1
• Stage d'initiation au counseling individuel	1
• Stage d'intervention	1
• Stage en counseling de carrière groupal	1
• Stage en counseling de carrière individuel	1
• Stage en orientation	1
• Stage intensif interactionniste-stratégique I	1

Titles of Career Counselling Courses	Number of institutions offering the course
• Stage intensif interactionniste-stratégique II	1
• Stage interactionniste-stratégique I	1
• Stage interactionniste-stratégique II	1
• Stage - Première partie	1
• Stratégies cognitives	1
• Sujets spéciaux	2
• Supervision professionnelle du personnel intervenant	1
• Tendances nouvelles	1
• Testing Éducationnel et Professionnel	1
• Testing en orientation	1
• Testing individuel	1
• Théories de la motivation appliquées à l'orientation	1
• Théories de la relation d'aide	1
• Théories du choix de carrière	1
• Théories en développement de carrière	1
• Toxicomanie et réadaptation	1
• Travaux dirigés III	1
• Travaux dirigés IV	1
• Travail de groupe	1
• Travail et carrière	1
• Université féministe d'été	1

10. Number of Credits Typically accorded to career counselling courses

Number of Credits Accorded to Career Counselling Courses											
1	1.5	2	2.5	3	3.5	4	6	9	12	15	45
6	1	7		152		1	15	3	2	2	4

In reviewing each of the 203 counselling courses the number of credits accorded to each course was tabulated based on the information available. Seventy-five percent of the courses accorded 3 credits per course.

11. Voluntary vs. Mandatory Career Counselling Courses

Two-hundred and three career counselling courses were offered across the 58 counselling programs included in the inventory. Using the information available from the programs, 69% of the career counselling courses were mandatory and 31% of the career counselling courses were voluntary.

Number of Mandatory Career Counselling Courses

120 = 69%

Number of Voluntary Career Counselling Courses

55 = 31%

12. Qualifications Required by Instructors of career counselling courses (categories / patterns)

Of the 18 programs that included information on instructor qualifications, 14 indicated that a Doctorate was required. Three programs considered experience to be the qualifying criteria rather than education and one program stated that there were no mandatory instructor qualifications.

Only two programs specified the need for over five years’ experience in career counselling to be qualified to teach a course in this area.

Qualifications Required	Number of Times Cited in each Program
PhD and Experience teaching career and/or research in career	1
PhD and familiarity with career counselling	1
PhD or EdD or PsyD and 5+ years of experience of career counselling experience	1
PhD Psychologist	1
Career Research Background	1
PhD	2
PhD and demonstrable background knowledge/experience related to career counselling	1
PhD and demonstrable background knowledge/experience related to multiculturalism and working with diversity and minority groups	1
1.Doctorate Degree in Counselling or Clinical Psychology 2.Graduate Teaching Experience 3.Expertise in counselling therapy interventions including career development	1
1.PhD 2. Registration with Canadian Counselling and Psychotherapy Association (CCPA) and 3. Saskatchewan College of Psychologists preferred, but not required.	1
Médecin Clinique	1
Intervention en Psychologie	1
M.A. or PhD in Psychology or CATS, with professional certifications	1
Career Education Background	1
PhD preferred, extensive experience in the field of counselling with a focus in the related area of practice	1
None	1
Maîtrise en orientation, Membre de L’Ordre professionnel de L’OCCOQ et cinq années d’expérience professionnelle et d’enseignement	1

13. Number of Career Counselling Courses Delivered Since 2010

Unfortunately not all respondents answered this question or used the same scale when reporting against this question.

Of the total of 203 career counselling courses reported by respondents as “on the books”

Less than 10

- 0: 5 courses had not been offered since 2010
- 1 – 3: 12 courses had been offered 1 – 3 times since 2010.
- 4-6: 38 courses had been offered 4 -6 times since 2010.
- 6 – 9: 6 courses had been offered 6 – 9 times since 2010.
- Unspecified: 25 courses were reported to have been offered less than 10 times since 2010.

More than 10

- 10 – 12: 6 courses had been offered 10-12 times since 2010.
- Unspecified: 7 courses had been offered more than 10 times.

More than 20

- More than 20: 4 courses have been offered more than 20 times since 2010.

Of the Counselling programs that did provide information on career counselling courses six programs did not provide information on the number of times their career counselling courses had been delivered since 2010.

Appendix A: Programs Invited to Participate in the Study

The following tables illustrate all post-secondary institutions targeted for this study. Those highlighted in yellow are the programs for which Data Capture Templates were completed.

British Columbia

University	Program Name	Program Level
Adler School of Professional Psychology (Vancouver Campus)	Counselling Psychology (thesis or non-thesis)	M.A
City University	Master of Counselling	M.C
Gonzaga University	Master of Counselling	M.C
Simon Fraser University	Counselling Psychology	M.A
	Counselling Psychology	M.Ed.
The University of British Columbia	School Psychology CNPS Master of Arts (MA)	M.A
	Counselling Psychology CNPS Master of Education (MEd)	M.Ed
Trinity Western University	Marriage and Family Therapy	M.A
	Counselling Psychology	M.A.
University of Northern British Columbia	Master of Education	M.Ed
University of Victoria	Counselling Psychology*	M.A

Alberta

University	Program Name	Program Level
Athabasca University	Master of Counselling	M.C.
	Post-Baccalaureate Diploma in Counselling	
	Post-Masters Certificate in Counselling	
City University	Master of Counselling	M.C
St. Stephen's College	Psychotherapy and Spirituality Program	MPS

University of Alberta	Educational Counselling Psychology	M.Ed
University of Calgary	Master of Counselling	M.C.
	Master of Science (Counselling Psychology)	M.Sc.
University of Lethbridge	Masters of Education (Counselling Psychology)	M.Ed.
	Counselling	M.C.

Saskatchewan

University	Program Name	Program Level
Briercrest College and Seminary	Marriage and Family Counselling	M.A.
University of Regina	Education Psychology	M.Ed
University of Saskatchewan	School and Counselling Psychology	M.Ed

Manitoba

University	Program Name	Program Level
Brandon University	Educational Guidance and Counselling	M.Ed
University of Manitoba	Master of Education in Educational Administration, Foundations and Psychology	M.Ed
University of Winnipeg**	Marriage and Family Therapy	M.M.F.T
Université de Saint-Boniface	Maîtrise en éducation	M.Ed.

Ontario

University	Program Name	Program Level
Saint Paul University	Counselling and Spirituality	M.A
The University of Western Ontario	Counselling Psychology*	M.Ed
	Counselling Psychology*	M.A
University of Guelph	Couple and Family Therapy	M. Sc

University of Ottawa	Educational Counselling	M.A
	Educational Counselling	M.Ed
	Educational Counselling	Ph.D
University of Toronto	Counselling Psychology	M.Ed
Wilfrid Laurier University	Music Therapy	M.M.T
	Theology – Spiritual Care and Psychotherapy	M.A.

Québec

University	Program Name	Program Level
Concordia University	Creative Art Therapies	M.A
McGill University	Educational and Counselling Psychology	M.A
Université de Laval	Maîtrise orientation (intervention)	Maîtrise
	Maîtrise en orientation (intervention et recherché)	Maîtrise
	Maîtrise en orientation (recherche)	Maîtrise
	Doctorat en sciences de l'orientation	Doctorat
Université de Montréal	Psychoéducation*	M.Sc
Université de Québec à Montréal	Carriérologie*	M.Ed
	Sexologie*	M.A
Université de Québec à Rimouski	Étude des pratiques psychosociales*	M.A
	DESS	P.G.D.
	Gestion des personnes en milieu de travail : Recherche	M.Sc
	Gestion des personnes en milieu de travail : Professionnelle	M.Sc
Université de Québec à Trois-Rivières	Éducation	M.Ed
	Psychoéducation	Maitrise
Université de Sherbrooke	Psychoéducation*	M.Sc
	Orientation	M.Sc

	Intervention en Toxicomanie	M.I.T
	Sciences de l'éducation*	M.A
Université du Québec en Abitibi-Témiscamingue	Psychoéducation*	Maitrise
	Éducation	Maitrise
Université du Québec en Outaouais	Psychoéducation	Maitrise

New Brunswick

University	Program Name	Program Level
Université de Moncton	Orientation	Maitrise
University of New Brunswick	Counselling MEd	M.Ed
Yorkville University	Counselling Psychology	M.A.

Nova Scotia

University	Program Name	Program Level
Acadia University	Counselling	M.Ed

Newfoundland & Labrador

University	Program Name	Program Level
Memorial University of Newfoundland	Education (Counselling Psychology)	M.Ed

*Note: DCTs for these programs were completed based on publically accessible information. These DCTs were not verified by the institutions.

**Note: The Marriage and Family Therapy program at the University of Winnipeg was not included in this analysis as it did not include a career focus.

Appendix B: Inventory of Career Counselling Education Programs in Canada: Data Capture Template

PLEASE PROVIDE/CONFIRM THE FOLLOWING GENERAL INFORMATION:

Name of Post-Secondary Institution	
Department	
Program Title	
Program Overview	
Areas of Specialization within Program	
Entry Requirements	
Delivery Mode (classroom, distance, blended, other)	
Practicum Requirements	
Completion Document (degree, certificate, other)	
Website	
Contact	
Do you have satellite campuses? If yes, does their program differ from yours?	

PLEASE PROVIDE/CONFIRM THE FOLLOWING INFORMATION ABOUT PROGRAM COURSES RELATED TO CAREER COUNSELLING:

Course Title and Brief Description	# of Credits	Mandatory or Optional?	Any Specific Qualifications Required of Instructor?	# of Times Course Has Been Delivered Since 2010

PLEASE PROVIDE THE FOLLOWING INFORMATION ABOUT YOUR PROGRAM'S FACULTY:

How many core Faculty teach in this program?	
Of these, how many self-identify with a research and/or practice interest in career counselling?	

Are there other counselling programs you are aware of that you think we should be including in our inventory?