



EUROPEAN BOARD FOR
CERTIFIED COUNSELORS™

Your Guide to the European Board for Certified Counselors





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Introduction

A message from the president and CEO:

The European Board for Certified Counselors (EBCC) is a European-established nonprofit organization that serves as the regional hub for NBCC International (NBCC-I) activities in Europe.

NBCC-I was founded by counselors for the express purpose of promoting professional counseling around the world. In truth, the idea was not ours. Colleagues had been asking for our consultation on how to develop professionalization mechanisms, such as credentialing, at international conferences and through other media. In light of our core belief that counseling is only relevant if it reflects the cultural, social, educational and economic realities of a particular context, NBCC-I decided to adopt a collaborative rather than a consultative stance.

In assuming a collaborative stance, NBCC-I works with local counseling experts to identify the current state of counseling as a unique discipline and pinpoint what might be needed to further promote counseling and counselors. It is with great conviction that we focus our efforts on context-specific credentialing programs, rather than broad multinational ones. We believe that quality assurance, as manifested by credentialing, must be specific to the needs of a predefined client population. We believe that the legitimacy of any credentialing program is related to how well it reflects current counseling practice in its context of application. With these beliefs in mind, NBCC-I will continue to promote the virtues of high-quality professional counseling around the world, and EBCC will continue to coordinate and foster counseling certification, training and professional development in the region.

Sincerely,

Dr. Thomas W. Clawson, NCC, NCSC
President and CEO
National Board for Certified Counselors, Inc. and Affiliates



About Professional Counseling

The practice of professional counseling is the application of mental health, psychological or human development principles, through cognitive, affective, behavioral or systemic intervention strategies, that address wellness, personal growth or career development, as well as pathology. A professional counseling specialty is narrowly focused, requiring advanced knowledge in the field, and founded on the premise that all professional counselors must first meet the requirements for the general practice of professional counseling (adopted by the NBCC Board of Directors November 1997).



About EBCC

The EBCC office helps coordinate and foster counseling certification, training and professional development in the region. It exists as a clearinghouse for any inquires of a regional nature related to certification, education, training and professional standards in counseling. EBCC encourages the national offices in Europe to work together to create valuable educational programs in areas of specialization such as career counseling, school counseling, mental health counseling and others that are most useful to countries' specific needs.

EBCC also supports the national offices as they work together on European and other international projects and create relationships with public and private institutions, including ministries, universities, counseling associations, businesses and other institutions interested in developing counseling programs and services.

Mission Statement

EBCC promotes:

- The value of counseling.
- Professionalism in counseling.
- Quality assurance in counseling practice.
- Public awareness of quality counseling practice.
- The value of culturally sensitive counseling.
- Leadership in credentialing.

Currently, the countries that have an NBCC national office are (in order of creation): Bulgaria, Germany, Greece and Romania. The EBCC headquarters are in Lisbon, Portugal. EBCC has formal agreements with other countries that have not created an NBCC office, yet still try to promote the counseling activities through other means, such as educational events and programs, and networking at the national and international level. Cyprus, Hungary, Macedonia and Portugal are such countries. The objective of EBCC is to mentor national leaders, advocate for the profession, and support European countries in their efforts to develop a strong counseling profession—from the establishment of standards of practice and procedures to the creation of a national credentialing scheme.



EBCC Staff

Dr. Andreea Szilagyi, NCC, GCDF Vice President of NBCC-I, Vice President of EBCC

Andrea Szilagyi is the president of the Romanian Counselors' Association and a former member of the executive board of the International Association for Counseling. She served as an associate professor at Petroleum-Gas University of Ploiesti, in Romania. Dr. Szilagyi is one of the first counselor educators in Romania with expertise in the practice of career counseling, counselor education, development of the counseling profession and certification across borders.

Dr. Szilagyi holds a doctorate in education from the Alexandru Ioan Cuza University of Iași, in Romania. Hers was the first doctorate with a counseling theme in Romania. She earned a bachelor's degree in education from the University of Bucharest. She is a registered Global Career Development Facilitator (GCDF) International Master Trainer, National Certified Counselor (NCC) and Mental Health Facilitator (MHF) master trainer.

Dr. Amalia Stanciu, NCC, ACS, GCDF Business Development Director

Amalia Stanciu has experience in career counseling in school and business settings, in clinical mental health counseling, supervision, research and counselor education. She holds a doctorate in counseling and counselor education from Syracuse University, in New York, a master's degree in counseling from Wake Forest University, in North Carolina, a master's degree in lifelong education for career counseling from Polytechnic University, in Bucharest, Romania, and a bachelor's degree in public administration from the Academy of Economic Studies, in Bucharest.

Dr. Stanciu is a registered Global Career Development Facilitator (GCDF) International Master Trainer, National Certified Counselor (NCC), Approved Clinical Supervisor (ACS) and Mental Health Facilitator (MHF) master trainer.

**Rita Catarino Caeiro, M.A., GCDF, CSP
Executive Assistant**

Rita Caeiro has experience as an interpersonal skills trainer, in coordination and development of social projects, and in community interventions, education administration, and school and pedagogical counseling.

Ms. Caeiro holds a master’s degree in organizational psychology and a bachelor’s degree in psychology from Évora University, in Portugal. She is a GCDF-Portugal, registered GCDF-Portugal Master Trainer, Certified Supervision Professional (CSP) and Mental Health Facilitator (MHF) master trainer.



European National Offices

EBCC works with professionals in European countries to establish national offices when collaborations have advanced to the point that leaders are expressing a need for a local office to further the counseling professionalization goals of that country. European national offices are staffed with local professionals and become the communication center for that country or region's work.

NBCC BULGARIA

NBCC Bulgaria is a private entity established in February 2007 to promote the career counseling profession in Bulgaria. Through its efforts, NBCC Bulgaria aims to:

- Enhance the quality of career guidance services.
- Ensure better access to lifelong guidance and support for Bulgarians.
- Help individuals fulfill their potential.

Since its establishment, NBCC Bulgaria has:

- Trained more than 1,000 and certified more than 600 career development professionals.
- Initiated and taken part in more than 10 projects related to career development.
- Supported policy initiatives in promoting the career guidance field in Bulgaria.
- Developed numerous training materials, tools and Web sites for career counseling.
- Conducted several national research projects and more than 30 trainings and events in the field of career guidance.

Contact:

7 San Stefano Str., ap. 4

1504 Sofia, Bulgaria

Web: <http://bulgaria.nbcc.org>

Director: Gergana Rakovska, M.S.

NBCC DEUTSCHLAND

NBCC Deutschland is a professional body with consultative and training functions supporting the formation of the counseling profession in Germany, hosted by the IUK Institute in Dortmund.

NBCC Deutschland is in cooperation with academic institutions, other professional bodies, government agencies, communities and private enterprises to help develop the counseling profession and particularly career counseling in Germany.

Adapting universally accepted concepts of counseling to national, cultural and social needs, NBCC Deutschland has developed training programs and promoted counseling services in the community.

NBCC Deutschland is involved in creating and implementing a system of ethical and quality norms and standards at a national level for counseling activities.

Contact:

Am Spörkel 37a,

44227 Dortmund, Germany

Web: www.nbccde.org

Director: Dr. Barbara Weissbach, GCDF, CSP

NBCC GREECE

NBCC Greece provides educational and consultative services in order to support and enhance the counseling profession in Greece.

NBCC Greece takes into consideration the universally accepted terms and concepts of counseling, as well as national and cultural factors. NBCC Greece aims to develop training programs and services for counselors. NBCC Greece establishes collaborations with academic institutions, governmental and nongovernmental organizations, and private enterprises to help develop the counseling profession and its support system in Greece. Through specific certification programs, NBCC Greece promotes a system of ethics and quality norms for counseling activities at the national level.

Contact:

24 Fleming Str., N. Filothei Amarousiou

15123 Athens, Greece

Web: www.nbcc.gr

Director: Maria Koutsafti, M.S., GCDF, CSP

Associate Director: Angela Chougia, M.A., GCDF, CSP

NBCC ROMANIA

NBCC Romania is a body with a consultative and educational/training role that supports the formation of the counseling profession in Romania.

NBCC Romania stands ready to work with academic institutions, professional organizations, government agencies, nongovernmental organizations and private enterprises to help develop the counseling profession and its support system in Romania.

Blending the universally accepted concepts of counseling with national, cultural, social, political and economic factors, NBCC Romania guides the creation of education and training programs for counselors and the promotion of counseling services in the community.

NBCC Romania is involved in creating and implementing a system of ethical and quality norms and standards for counseling activities at a national level through specific certification programs.

Contact:

Calea Vacaresti 189, Cod. 040051, Sector 4

Bucharest, Romania

Web: www.nbcc.ro

Director: Dr. Andreea Szilagyi, NCC, GCDF

Executive Director: Dr. Ioana Panc, GCDF, CSP



Certification and Training Programs

EBCC collaborates with leaders in European countries and consistently explores proposals to further establish the counseling profession.

The majority of collaborations center on three distinct certification programs—the Global Career Development Facilitator (GCDF), the Certified Supervision Professional (CSP) and the National Certified Counselor (NCC).

In developing these programs, EBCC partnered with universities and organizations for adapting the curriculums and administrating certifications. EBCC also relied on NBCC’s more than 25 years of experience in developing and administrating certification as a quality assurance mechanism.

Certification:

- Recognizes superior preparation and practices.
- Allows for the ready identification of qualified service providers.
- Protects the public.
- Promotes professional identity.
- Assures that qualified individuals practice a profession.

Certification should take into account contextual, cultural and local needs in order to be truly useful to consumers and practitioners.

Certification is an important part of counseling professionalization. The creation of a certification is an indication that counseling professionals within a particular country believe that the profession has developed to the level where setting standards through certification is an appropriate step in its evolution. Setting standards demonstrates to professional stakeholders and practitioners of other professions that counseling is ready to hold its members to specifically defined requirements appropriate for that country.

Global Career Development Facilitator (GCDF)

Highly respected international organizations such as the United Nations Educational, Scientific and Cultural Organization (UNESCO); the International Labour Organization (ILO); and the Organisation for Economic Co-operation and Development (OECD) have stated that career counseling and guidance services should be provided by qualified individuals with special training.



Global Career Development Facilitator™

Global Career Development Facilitators (GCDFs) help people to meet their career goals by providing career facilitation and guidance. GCDFs work as key members of comprehensive career development programs.

Services provided through these programs help groups and individuals make informed decisions when considering job or lifestyle changes.

The GCDF program is an option for policymakers when they are trying to develop programs that provide career development services. It is engineered to be flexible to meet country-specific needs. GCDF program administrators work with local career development experts to construct a framework that is rigorous enough to assure quality as well as sensitivity to local realities. GCDFs can obtain the credential in additional GCDF partner countries.

Core Competencies

GCDF training and practice is anchored in 12 core competency areas:

1. Helping skills
2. Labor market information and resources
3. Assessment
4. Diverse populations
5. Ethical and legal issues
6. Career development models
7. Employability skills
8. Training clients and peers
9. Program management/implementation
10. Promotion and public relations
11. Career technology
12. Consultation

The 12 core competencies have been endorsed by career development experts in the 16 countries in which the GCDF program has been implemented. Some competencies have been shaped by national demands (labor market trends, favorable employment skills, legal issues, diversity, technology and others) in order to provide a credentialing program with local emphasis.

All GCDF credential holders complete an expert-approved training program, adhere to a *Code of Ethics*, undergo a period of supervised practice and engage in continuing education activities.

Benefits of the GCDF include:

- Increased work satisfaction for clients;
- Training to match worker abilities to appropriate fields;
- Training to identify work and leisure priorities;
- A marketable and portable credential; and
- Access to BeMIS (Behavioral Management Information System), a career assessment tool.

About the GCDF Training

The GCDF training accommodates the varying needs and schedules of participants. The training is available in several formats:

- 120 hours in the classroom;
- 120 hours of classroom/distance hybrid; or
- 120 hours of distance learning.

Supervised Practice

GCDFs have access to supervision services provided by qualified EBCC professionals during training and professional practice.

Code of Ethics

GCDFs submit their practice to the GCDF *Code of Ethics*, designed to provide appropriate ethical practice guidelines and enforceable standards of conduct for all credential holders and applicants.

GCDF Partners in Europe

- NBCC Bulgaria
- NBCC Deutschland
- NBCC Greece
- NBCC Romania
- M.FRANTZI Counseling & Educational Services Ltd.

Contact:

61, Georgiou Neofytou

Off:303, 4006 Mesa Yeitonia

Limassol, Cyprus

Web: <http://mf-counselingcentre.com/index.php>

GCDF Cyprus Program Administrator: Michelle Frantzi, M.A.,
GCDF, CSP

- Moja karijera (My Career)

Contact:

Majka Tereza 13 A

Skopje, 1000

Macedonia

Web: www.mojakariera.com.mk/

GCDF Macedonia Program Administrator: Lidija Damceska, M.S.,
GCDF, CSP

- Ifjúsági Koordinációs és Szolgáltató Egyesület (IKSZE - Youth
Coordination and Service Association)

Contact:

H-2040, Budaörs, Kovács utca 15

Budapest, Hungary

Web: www.iksze.hu/

GCDF Hungary Program Administrator: András Papp, M.S.,
GCDF, CSP

Registered GCDF Master Trainers

Nadejda Angelova
Vasiliki Batrakouli
Rita Caeiro
Angela Chougia
Galina Constantinides
Lidija Damceska
Michelle Frantzi
Mónika Holcsa
Maria Koutsafti
Gjorgi Kusevski
Nicoleta Lițoiu
Kalia Loizidou
Elena Panayiotou
Elli Papadimitriou
András Papp
Nevena Rakovska
Ermira Reshidi
Dalma Visontai-Kovách
Barbara Weissbach
Hans Jürgen Weissbach
Elena Zafirovska

Registered GCDF International Master Trainers

Ioana Panc
Iuliana Sara
Amalia Stanciu
Andreea Szilagyi

For more information about the GCDF program, please visit
www.europeanbcc.eu/gcdf/.

Certified Supervision Professional (CSP)

Supervision is an interactive process through which the supervisor provides instruction and feedback to one or more supervisees about the provision of services and progress of clients. Effective supervision can have a major impact on supervisees' professional competence and client welfare.



The CSP certification program provides helping professionals and paraprofessionals with basic competencies in supervision. It ensures cultural relevance and adapts to the specifics of helping profession's circumstances. The CPS has been adopted by professionals in seven countries: Bulgaria, Cyprus, Germany, Greece, Macedonia, Portugal and Romania.

Members of many professions and fields seek certification as a CSP, including:

- Vocational guidance specialists
- Career counselors
- Mental health counselors
- School counselors
- Pastoral counselors
- Coaches
- Psychiatric nurses
- Psychiatrists
- Psychologists
- Social workers
- Human resources specialists
- Other helping professionals and paraprofessionals

The CSP program can benefit both practitioners with no supervision experience and supervisors without prior training.

The CSP certification program considers the multiple facets of feedback in supervision by focusing on:

- Practicing skills and techniques.
- Developing reflectiveness in practice.
- Understanding theories and research.
- Supervisors' previous experiences and roles.

About the CSP Program

The CSP program includes three stages, each addressing the learning objectives through a variety of methods.

1. Pretraining

This one-month distance-learning module focuses on:

- Reading the training materials.
- Self-exploration through assignments.
- Planning for the next stages.

2. In-class training

The essence of this 24-hour face-to-face module is to learn and practice new skills and techniques in dyads, triads and groups.

3. Post-training

In this two-week distance module, supervisors apply for certification and are evaluated on the acquired skills and knowledge. The module ends with a 60-minute session of supervision of supervision that provides the context for complex evaluation.

Areas of Competency

Participants gain a basic level of competency in the following areas:

1. Purposes of supervision
2. Theoretical frameworks and models of supervision
3. Types of supervision
4. Roles and relationships in supervision
5. Multicultural issues in supervision
6. Supervision interventions
7. Professional development of supervisees
8. Legal and ethical issues in supervision

Becoming a Certified Supervision Professional

CSPs must:

- Meet education and practice requirements.
- Complete the CSP training program.
- Fulfill evaluation criteria.
- Adhere to the *Code of Ethics*.
- Obtain continuing education in order to recertify.

Benefits of CSP Certification

For supervisors, CSP certification provides:

- Increased awareness of beliefs, roles and factors that can influence the supervision process.
- A set of skills and tools for individual, triadic and group supervision.
- Awareness about the role of supervision in continuing professional development.

For supervisees, CSP certification provides:

- Understanding of the supervision process.
- The ability to organize a system for peer supervision and to conduct such sessions.

For employers, the CSP program provides:

- Increased client satisfaction.

For more information about the CSP certification program,
please visit www.europeanbcc.eu/supervision.

National Certified Counselor (NCC)

EBCC collaborates with local counseling leaders to create professional certification based on the cultural, developmental and training realities in a particular country. A formal collaboration is created when the leaders in a country indicate that a certification would be advantageous to counseling development and professionalization in that country and reach an agreement with EBCC. The certification, once developed, is called the NCC-Country (e.g., NCC-Greece).

Once an agreement has been reached with the appropriate representatives of counseling within a country, EBCC collaborates to develop the following five certification requirement areas:

- Education—the completion of a counselor preparation program;
- Experience—a specific amount of time that candidates are required to practice under supervision before applying for certification;
- Assessment—an examination by which a candidate demonstrates a minimum competence at a predetermined level of skill;
- Standards of professional practice and conduct (e.g., code of ethics)—a set of standards defining professional practice and conduct, as well as what is deemed a breach of those standards; and
- Continuing education—requirements for certified counselors to remain abreast of current trends important to their profession. This is required for recertification.

Leaders in the partnering countries determine appropriate standards based on their cultural and counseling development realities. EBCC offers its professional expertise in the process of creating these requirements. EBCC is currently in certification collaboration with professionals in Greece and other countries.

Mental Health Facilitator (MHF)

The Mental Health Facilitator (MHF) program is designed to improve access to community-based mental health care. In practice, the MHF program consists of a training framework and a defined set of helping skills, and generates a registry of individuals who have completed the training.



The program is only offered at the request of and in collaboration with local partners such as educational institutions, government agencies or private enterprises. The partner and EBCC work together to adapt the program to reflect local norms.

Mental Health Facilitators are not a new professional group; they retain their professional identity and augment their work with MHF skills, complementing existing care resources. Depending on the need, MHF registrants may be initial helpers of choice, serve as referral sources for professional mental health services or both.

MHF Training

MHF training focuses on preparing individuals for a variety of basic mental health situations in a multicultural and multidisciplinary context. For this reason, counselors, psychologists, psychiatrists, nurses and members of related professions helped to design the program.

Training providers start with NBCC-I's core curriculum—a compilation of mental health knowledge and skills accepted around the world—and then modify and add content, including role-playing and other class activities, to fit local norms. This helps ensure that anyone with MHF training can understand problems and recommend solutions in a realistic local context.

The MHF base curriculum includes the following core competencies:

- Helping skills
- Mental stress, distress and disorders
- Disaster/trauma response
- Community resources
- Referral to other providers

Why Are MHFs Needed?

The MHF program seeks to correct the imbalance between mental health care needs and resources:

- The World Health Organization (WHO) estimates that 450 million people live with unmet mental health needs. Additionally, one in four people will experience psychological distress and will meet criteria for a diagnosable mental disorder.
- Even in wealthy countries, there are not enough trained care providers.
- Unmet mental health needs are costly socially and economically.

MHFs Help In:

- Nongovernmental organizations (NGOs)
- Schools and universities
- Hospitals and clinics
- Long-term care facilities
- Community centers
- Disaster response organizations

MHF Partners in Europe

- NBCC Deutschland
- NBCC Greece
- NBCC Romania
- IKSZE (Youth Coordination and Service Association), in Hungary

Mental Health Facilitators are not a new professional group; they complement existing care resources.

For more information about the MHF program, please visit www.europeanbcc.eu/mhf/.



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