

## LIST OF CREDENTIALS IN THE CAREERS PROFESSION – Alpha by Credential Name

| CREENTIAL                               | Credentialing organization  | Area of focus       | Expertise level  | Costs/Length  | Other facts including renewal information  |
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| Associate Certified Coach (ACC)         | International Coach Federation (ICF)<br><a href="http://www.coachfederation.org">http://www.coachfederation.org</a>                           | Coaching            | Intermediate   | For IFC members:<br>From \$100-300 depending on method.<br>\$200 extra for non-members  | Must take ACTP approved courses. Each Accredited Coach Training Program (ACTP) offers:<br>1) A minimum of 125 hours of coach-specific training 2) Training on all ICF Core Competencies and the ICF Code of Ethics 3) A minimum of 6 observed coaching sessions with an experienced coach and 4) A comprehensive final exam that evaluates a student's coaching competency.<br>Requires Continuing Coaching Education every 3 years. |
| Academy Certified Résumé Writer (ACRW)  | Résumé Writing Academy<br><a href="http://www.resume-writing-academy.com">www.resume-writing-academy.com</a>                                  | Résumé writing      | Basic  | \$1895 all costs included<br>Part I - 8 Teleseminar Classes (including weekly homework assignments)<br>Part II - 3 Independent Learning Programs (industry-specific resume & cover letter writing projects) | You can attend a group session live or complete individually self-paced audio instruction.<br>Associated with Wendy Enelow and Lousie Kursmark.  |
| Associate Level Practitioner (CMA)      | Institute of Career Certification International (ICCI)<br><a href="http://www.careercertification.org">http://www.careercertification.org</a> | Career professional | Intermediate   | \$50 with membership discount, \$75 standard rate<br><br>Additional portfolio fee for Certificant Status is \$100 with membership discount, \$150 standard  | Three years of work experience, at least two years in the career professional field. An Associate is at the beginning or “in-training” level prior to qualifying for Certification with ICC International. Those who are qualified for Certification as a Practitioner should not apply for the Associate level.   |
| Certified Advanced Résumé Writer (CARW) | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>                           | Résumé writing      | Basic -at least one year of previous résumé writing exp. | Tiered 3 part process with progressive requirements and final exam, total process is \$200  | Must pay \$50 and submit a sample to be admitted to start the process. Next you must create a cover letter and résumé (7 days), answer short essays (3 days) and then take a writing skills exam (60 minutes). CDI membership is a prerequisite for registration. Requires continuing education and renewal fee (\$50) every two years   |
| Certified Career                        | Career Coach Institute (CCI)  | Coaching            | Basic  | \$1497 for a twelve week fundamentals class.  | 3-6 months program requiring coursework,   |

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| Coach (CCC)  | <a href="http://www.careercoachinstitute.com/">http://www.careercoachinstitute.com/</a>   |  |                                    | Certified Career Coach cost: Standard \$2497, Premium \$3497   | practice coaching sessions plus a final exam.   |
| Certified Career Management Coach (CCMC)           | Career Coach Academy<br><a href="http://www.careercoachacademy.com">http://www.careercoachacademy.com</a>                       | Coaching                                       | Basic                              | 15 weeks, 30 hour program. Price varies from \$2,595 - \$4,595 depending on time of registration and format.       | Career Coach Academy has been approved by the International Coach Federation as an Approved Coach Specific Training Hours Program (ACSTH) for 30 hours of training. Nearly all (97%) who have opted to sit for the credential have passed on the first time. Clusters typically begin in January, April/May, September, and November. Associated with Susan Whitcomb.                               |
| Certified Coach (CC)                               | Life Purpose Institute<br><a href="http://www.lifepurposeinstitute.com/">http://www.lifepurposeinstitute.com/</a>               | Coaching                                       | Basic                              | \$2995 for a 17 week teleclass or 5 day intensive class  | Participants must take the class, hold coaching sessions, pass an oral exam, demonstrate coaching competency in a coaching final and complete a 3-6 month marketing plan. Certified graduates earn hours toward ICF certification. Upon completion, graduates receive certifications as Life Purpose and Career Coach and Certified Career Coach and earn their "CC" (Certified Coach) designation. |
| Certified Electronic Career Coach (CECC)           | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>             | E-Coaching, electronic portfolio development   | Basic                              | 14 week course is offered only on-line, \$1200   | Requires continuing education and renewal fee (\$50) every three years. Listed as currently unavailable/updating content  |
| Certified Employment Interview Consultant (CEIC)   | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>             | Employment interviewing and salary negotiation | Basic                              | Self paced, 19 modules, turn-key program is \$650 plus S&H. Online only is \$425, or pay as you go \$25 per module | \$250 to update skills already learned in The Art of Interviewing or Interviewing: The Gold Standard. This certification must be renewed every three years by purchasing program update modules.  |
| Certified Employment Interview Professional (CEIP) | Professional Association of Résumé Writers and Career Coaches (PARWCC)<br><a href="http://www.parw.com">http://www.parw.com</a> | Employment interviewing                        | Basic                              | Self paced, home study training course and exam \$695  | No continuing education or renewal required. However, you must remain an active PARWCC member to keep certification active. If membership expires, you must redo application and exam.  |
| Certified Expert Résumé Writer (CERW)              | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>             | Résumé writing                                 | Basic                              | Credential Registration fee is \$250   | Portfolio must be submitted (4-6 weeks to review). CDI membership is a prerequisite for registration. Renewal required every three years which requires \$75 fee, CDI active membership and submission of updated materials.  |
| Certified Federal Career Counselors (CFCC)         | The Résumé Place<br><a href="http://résumé-place.com">résumé -place.com</a>   | Résumé writing/federal résumés                 | Basic but some experience required | \$1595 for initial three day workshop. \$1195 for the renewal three day workshop                                   | For career professionals not military related. To keep active, you must attend the workshop every two years. Associated with Kathryn Troutman.  |
| Certified Federal Job Search Trainer (CFJST)       | The Résumé Place<br><a href="http://résumé-place.com">résumé -place.com</a>   | Federal job search                             | Basic but some experience          | \$1595 for initial three day workshop. \$1195 for the renewal three  | For military and transition related career counselors. To keep active, you must attend the workshop every two years. Associated with Kathryn Troutman.  |

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| Certified Federal Résumé Writer (CFRW)                 | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>             | Résumé writing and federal employment    | Basic                                   | 14 week, online, self-paced course. Five modules and final exam. \$699   | enewal required every three years. Requires submission of résumé , KSAs, active CDI membership and \$50 fee. You can convert non-CDI similar certification into a CFRW by submitting required portfolio and paying \$175 fee.                                    |
| Certified Internet Job Search Expert (CIJSE)           | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>             | Career research/occupational information | Basic                                   | Self paced course, \$350   | Exam required and portfolio. Was previously called Certified Career Research Expert. CDI membership is a prerequisite for registration for coursework.   |
| Certified Job Search Strategist (CJSS)                 | Career Coach Academy<br><a href="http://www.careercoachacademy.com">http://www.careercoachacademy.com</a>                       | Coaching, job search                     | Basic – req. two years in careers field | \$2597 (early bird \$ 2297). No additional fee for the exam.   | Requires coursework plus an exam, 6 hours of audio learning and case studies. Must renew every two years and attend update training.   |
| Certified Leadership & Talent Management Coach (CLTMC) | Career Coach Academy<br><a href="http://www.careercoachacademy.com">http://www.careercoachacademy.com</a>                       | Coaching                                 | Basic                                   | \$3295 (early bird special \$2995) 15 week distance-based program  | Associated with Susan Whitcomb.  |
| Certified Master Résumé Writer (CMRW)                  | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>             | Résumé writing                           | Expert                                  | Formerly a credential to be obtained. Now an annual Lifetime Achievement Award   | Must meet required years of experience, earn and maintain CERW credential, earn recent TORI award or nomination, complete continuing education and prove industry commitment.  |
| Certified Military Résumé Writer (CMRW)                | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>             | Résumé writing and military              | Intermediate                            | Six self paced modules and final exam, \$895   | Renewal is required every three years. Involves submission of a résumé , short-essay exam, CDI active membership and \$75 fee.   |
| Certified Personal Branding Specialist (CPBS)          | REACH<br><a href="http://www.reachcc.com/">http://www.reachcc.com/</a>  | Branding Coaching                        | Basic                                   | \$2997 for 15 hours of tele-class training   | No renewal requirements.   |
| Certified Professional Career Coach (CPCC)             | Professional Association of Résumé Writers and Career Coaches (PARWCC)<br><a href="http://www.parw.com">http://www.parw.com</a> | Coaching                                 | Basic                                   | Self paced, six modules and exam. Can take 3-4 weeks but must be completed within one year. \$1195 includes all course materials and exam. | PARW/CC Membership is a prerequisite for CPCC training and testing, and to maintain the credential.  |
| Certified Professional Co-Active Coach (CPCC)          | The Coaches Training Institute<br><a href="http://www.thecoaches.com">http://www.thecoaches.com</a>                             | Coaching                                 | Basic                                   | Package A Complete Core \$4474. Package B Compete Core + Certification   | To become certified, one must go through the Core curriculum and then a six-month certification program followed by a written and oral exam. This program is accredited by CFI and licensed by the CA Bureau of Private Post Secondary and Vocational Education. |
| Certified Professional in                              | American Society for Training and Development (ASTD)  | Training and Development                 | Intermediate – at least 3               | National ASTD members \$799, others  | Requires an exam and a work product submission in one of five areas: delivery training, designing  |

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| Learning and Performance (CPLP)                     | <a href="http://www.astd.org">http://www.astd.org</a>  |                     | yrs of exp.   | \$999  | learning, measuring and evaluating, improving human performance, or managing the learning function   |
| Certified Professional Résumé Writer (CPRW)         | Professional Association of Résumé Writers and Career Coaches (PARWCC)<br><a href="http://www.parw.com">http://www.parw.com</a>  | Résumé writing      | Basic – no exp. required  | \$ 225 fee (6-8 week review period)  | Requires a portfolio submission and exam. No continuing education required. Must maintain PARWCC association/membership to keep certification active. Exam preparation class offered through The Maryland Institute for Workforce Excellence (MIWE).   |
| Certified Résumé Specialist (CRS + X)               | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>  | Résumé writing      | Advanced  | Minimum \$99 for 1-2 specializations, \$75 for each additional specialization (2-4 weeks review time)                        | Certification is obtained in one of 16 industry specialties. Must maintain a recognized résumé certification and submit a portfolio. Renewal required every five years (\$25 fee) plus active CDI membership.  |
| Certified Web Portfolio Practitioners (CWPP)        | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>  | Web portfolios      | Basic   | 5 week, self paced course, \$395   | Requires continuing education and renewal fee (\$50) every two years.  |
| Certified Workforce Development Coach (CWDC)        | Purposeful Entrepreneur Institute<br><a href="http://tinyurl.com/2g79qf2">http://tinyurl.com/2g79qf2</a> this link will go directly to the page on this coaching program | Coaching            | Basic   | \$1997 for workforce development professionals; cost for others is \$2497  | Requires coursework, including teleclasses, quizzes and a final exam. In addition, 12 practice coaching sessions and 50 documented coaching sessions with at least 2 different clients are required. Associated with Marcia Bench.   |
| Certified Workforce Development Professional (CWDP) | National Association of Workforce Development Professionals (NAWDP)<br><a href="http://www.nawdp.org">http://www.nawdp.org</a>   | Workforce expertise | Intermediate - Must meet required levels of education and work experience | Three year certification is \$75 for NAWDP members; \$175 for non-members.<br><br>Each endorsement costs an additional \$50. | Must agree to NAWDP ethical guidelines, maintain a related professional membership, document skills in ten competencies and submit two professional references. After being accepted as a CWDP, individuals can apply for an endorsement to their CWDP in one or more of four specialty areas: Business and Employer Services, Job Seeker Services, Management Services and Youth Services. Renewal Information: 1) Documentation at least 60 hours of professional development in the past three years that link to CWDP competencies 2) Reaffirmation of the NAWDP Ethics 3) Proof of an individual membership in a workforce-related association (including NAWDP). 4) Payment for the recertification. |
| Certified Workforce Specialist (CWS)                | International Association of Workforce Professionals (IAWP)<br><a href="http://www.iawpmaryland.org/">http://www.iawpmaryland.org/</a>                                   | Workforce expertise | Intermediate  | Application fee of \$50 (2 month review time). Can reapply within six months for no additional fee.                          | Four requirements: 1) Education plus experience (various levels) 2) Professional membership 3) Pass all four competencies of the Workforce Professional Development Program (WPDP) and 4) Two professional references. Completion of the WPDP Program provides specialist designations but not certification as BJSS, LMIS, HWDS and UEIS. Renewal required every three years for \$50 fee.  |

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| Corrections Career Transition Certification (CCTC) | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>                           | Career development for offender population | Basic                                   | Self-paced, on-line, \$1299  | CDI membership is a prerequisite for registration for coursework  |
| Credentialed Career Manager (CCM)                  | Career Management Alliance<br><a href="http://www.careermanagementalliance.com/">http://www.careermanagementalliance.com/</a>                 | Careers Coaching                           | Expert                                  | \$149 for members<br>\$249 for non-members<br>\$75 fee if submission must be resubmitted (six weeks for submission review)         | Must submit a portfolio. Requires 10 years of full time experience (or advanced degree or a certification in area of expertise), and within the last 24 months: published articles or a book, 15 hours of pro bono work, read four books, hold one public speaking engagement and/or perform special projects. Renewal is required every two years for a \$75 fee and submission of an updated portfolio.   |
| Dependable Strengths (DS)                          | Center for Dependable Strengths<br><a href="http://www.dependablestrengths.org/">http://www.dependablestrengths.org/</a>                      | Career Development                         | Basic – no previous experience required | \$750 for five day course. Price covers all training and materials.  | You must complete an extensive questionnaire before attending the class. After the 5 day program, you receive a "Participant" certificate. The course requires attendees to complete two (2) practicums after the training and to submit written reports on these experiences to the Center for Dependable Strengths in Washington state. After receipt of the practicum reports, you will then receive the "Instructor" certificate. This entitles you to use the process with your usual and customary customers. All materials are copyrighted and when a participant leaves an organization, the materials go with them. Only trained instructors may use the materials. Only Master Trainers can train others, which requires additional training. This training was developed by Barnard Haldane. |
| Distance Credentialed Facilitator (DCF)            | Center for Credentialing and Education (CCE)<br><a href="http://www.cce-global.org">http://www.cce-global.org</a>                             | Long distance career coaching              | Intermediate                            | \$25 application and review fee (4-6 weeks review period) plus cost of course (varies with provider). \$35 annual maintenance fee. | Must be a GCDF in good standing or hold a Masters Degree and 2000 hours experience. Course taken (additional cost) must meet CACREP requirements. ReadyMinds offers this training. Renewal required every five years. Must reaffirm ethics code, prove continuing education.  |
| Distance Credentialed Counselor (DCC)              | Center for Credentialing and Education (CCE)<br><a href="http://www.cce-global.org">http://www.cce-global.org</a>                             | Long distance Career counseling            | Basic                                   | \$25 application and review fee (4-6 weeks review period) plus cost of course 2 day, 15 hour course completion                     | Course taken must meet CACREP requirements. ReadyMinds offers this training. Renewal required every five years. Must reaffirm ethics code, prove continuing education.  |
| Fellow Manager (CMF)                               | Institute of Career Certification International (ICCI)<br><a href="http://www.careercertification.org">http://www.careercertification.org</a> | Career Professional                        | Expert                                  | \$125 with membership discount, \$175 standard rate<br>Additional portfolio fee for Certificant Status is                          | A Fellow Manager is a leader in the career professional field <i>as well</i> as an experienced manager and supervisor of career professional practitioners. It requires twelve years of work experience, at least six in the career professional  |

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|  |   |  |              | \$285 with membership discount, \$345 standard rate   | field. Three of the six years in career management must include supervision of at least five career professional practitioners.   |
| Fellow Practitioner (CMF)                    | Institute of Career Certification International (ICCI)<br><a href="http://www.careercertification.org">http://www.careercertification.org</a> | Career professional  | Expert       | \$125 with membership discount, \$175 standard rate. Additional portfolio fee for Certificant Status is \$285 with membership discount, \$345 standard rate | A Fellow is recognized as a leader in the career professional field. It requires twelve years of work experience, at least six in the career professional field.  |
| Global Career Development Facilitator (GCDF) | Center for Credentialing and Education (CCE)<br><a href="http://www.cce-global.org">http://www.cce-global.org</a>                             | Career development   | Basic        | Application fee is \$100. Cost of training varies depending on training provider. Must complete a 120 hour CDF course and prove professional experience.    | NCDA creates the guidelines for CDF training. Many providers offer the CDF training (including NCDA). CCE monitors the credential and designates the full "GCDF" credential upon review of application.<br><br>The GCDF credential is valid for a five-year period. GCDF credential holders must pay annual maintenance fee (\$25) and earn 75 continuing education hours to recertify at the end of the 5 year period.   |
| Job and Career Transition Coach (JCTC)       | Career Planning and Adult Development Network (CPAD)<br><a href="http://www.careernetwork.org">http://www.careernetwork.org</a>               | Career practitioners   | Basic        | \$775 (three day workshop in person, offered internationally)   | Attend the same class to obtain JCDC certification. Associated with Dick Knowdell.  |
| Job and Career Development Coach (JCDC)      | Career Planning and Adult Development Network (CPAD)<br><a href="http://www.careernetwork.org">http://www.careernetwork.org</a>               | For career practitioners working with internal employees & orgs. | Basic        | \$775 (three day workshop in person, offered internationally)   | Attend the same class to obtain JCTC certification. Associated with Dick Knowdell.  |
| Master Career Counselor (MCC)                | National Career Development Association (NCDA)<br><a href="http://www.ncda.org">www.ncda.org</a>  | Full range of career services                                    | Intermediate | \$50 application fee  | It is a "Special Designation" open to NCDA members who hold a Masters Degree and are a licensed counselor. Requires three years post-masters experience in career counseling, completion of three credits of NCDA Competency coursework, a two year supervised practicum and documentation that at least ½ of FT work duties are directly related to career counseling. Renewal is required every five years. Must maintain NCDA membership, complete 20 hours of continuing education and pay a fee. If NCDA membership lapses, reapplication process is required. |
| Master Career Development                    | National Career Development Association (NCDA)  | Career development   | Intermediate | \$50 application fee  | It is a "Special Designation" open to NCDA members who hold a Masters Degree and are involved in career development services. Requires  |

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| Professional (MCDP)                        | <a href="http://www.ncda.org">www.ncda.org</a>  |                                 |  |   | three years post-masters experience in training, teaching, program development or materials development and at least ½ of FT work duties are directly related to career development. Renewal is required every five years. Must maintain NCDA membership, complete 20 hours of continuing education and pay a fee. If NCDA membership lapses, reapplication process is required.  |
| Master Career Director (MCD)               | Career Directors International (CDI)<br><a href="http://www.careerdirectors.com">http://www.careerdirectors.com</a>           | Career development              | Expert                                   | \$200 evaluation fee (4-6 weeks review time for original submissions and renewals)                  | Requires a variety of criteria including: 1) 10 years exp., relevant certification or Masters Degree. 2) Continuing Education 3) Community Outreach 4) Industry Outreach 5) Written Expertise 6) Testimonials 7) Statement of Expertise and 8) Submission of portfolio items. Renewal required every three years: submit portfolio items and pay \$95 fee.  |
| Master Certified Coach (MCC)               | ICF – International Coach Federation<br><a href="http://www.coachfederation.org">http://www.coachfederation.org</a>           | Coaching                        | Intermediate                             | \$575 for IFC members;<br>\$200 extra for non-members   | It requires completion of a set amount of coach-specific training, a minimum of 2,500 coaching experience hours and at least 35 clients, among other requirements. Requires Continuing Coaching Education every 3 years   |
| Master Résumé Writer (MRW)                 | Career Management Alliance<br><a href="http://www.careermanagementalliance.com/">http://www.careermanagementalliance.com/</a> | Résumé writing                  | Advanced                                 | \$295 for members;<br>\$395 for non members;<br>\$75 fee if initial portfolio must be re-submitted  | Must document five years of professional résumé writing experience, submit a portfolio and pay fee to be accepted to take a test (14 days to complete the test). Renewal required every five years. Must submit a new portfolio, write a two page essay and pay a fee of \$75.  |
| National Certified Career Counselor (NCCC) | National Board of Certified Counselors (NBCC)   | Counseling                      | Int/Adv.                                 | n/a   | While no longer available to new applicants, previously obtained certification is still valid.  |
| National Certified Résumé Writer (NCRW)    | National Résumé Writers Association (NRWA)<br><a href="http://www.thenrwa.com/">http://www.thenrwa.com/</a>                   | Résumé writing                  | Basic – Minimum of two years exp. recom. | \$50.00 fee to submit a portfolio for review. If approved to take two part exam, the cost is \$140. | 1) Join NRWA 2) Attain 10 Continuing Education Units (CEUs) 3) After you have the 10 CEUs, submit a sample résumé and cover letter to the Certification Commission for review. 4) If your work is in compliance with the NCRW Certification Study Guide you may take the two-part exam. Part One is based on English grammar. Part Two requires you to develop a résumé and cover letter based on a profile provided to you.<br><br>Once you have achieved the NCRW status, your designation is valid for three years. To retain your certification, you must maintain continuous membership in The NRWA and earn at least 15 CEUs between three-year renewals. |
| Offender Workforce Development             | National Institute for Corrections/Maryland OWDS Partnership <a href="http://www.nicic.org">www.nicic.org</a> .               | Career Development Services for | Basic                                    | To become OWDS certified, applicants must complete GDCF   | OWDS is an additional credential based upon the GDCF credential. Applicants must also complete an OWDS application as required by   |

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| Specialist (OWDS)                          | For MD you can also contact Andree Duval, DLLR Transitions Coordinator for Correctional Education, 410-767-9764, <a href="mailto:aduval@dllr.state.md.us">aduval@dllr.state.md.us</a> | people with past/current convictions |          | requirements including \$100 application fee. Training fees for OWDS may vary.   | program. Renewal guidelines are the same as for a GCDF. For more information regarding initial application or renewal guidelines, see the entry for GCDF.  |
| Online Identity Certification              | REACH<br><a href="http://www.reachcc.com/">http://www.reachcc.com/</a>  | Online branding                      | Basic    | \$797 or \$497 if already a CPBS. Five week live training via teleconferencing   | No previous experience required, but it is suggested you take this class after gaining your CPBS.  |
| Practitioner Level (CMP)                   | Institute of Career Certification International (ICCI)<br><a href="http://www.careercertification.org">http://www.careercertification.org</a>   | Career professional                  | Advanced | \$75 with membership discount, \$115 standard rate<br><br>Additional portfolio fee for Certificant Status is \$200 with membership discount, \$250 standard rate | A Practitioner is considered to be a front-line provider of career professional services. It requires eight years of work experience, at least four in the career professional field.                                  |
| Professional Certified Coach (PCC)         | ICF – International Coach Federation<br><a href="http://www.coachfederation.org">http://www.coachfederation.org</a>   | Coaching                             | Basic    | For IFC members: From \$300-575<br>Depending on method \$200 extra for non-members   | It requires completion of a set amount of coach-specific training, a minimum of 750 coaching experience hours, and at least 25 clients, among other requirements. Requires Continuing Coaching Education every 3 years |
| Twitter Certified Career Strategist (TCCS) | Career Coach Academy<br><a href="http://www.careercoachacademy.com">http://www.careercoachacademy.com</a>   | Social Media                         | Basic    | \$897  | Newly offered by The Academy. Associated with Susan Whitcomb.  |

### CODE KEY FOR REQUIRED EXPERIENCE

*Basic* = no stated minimum years of experience up to 3 years, *Intermediate* = 3-5 years, *Advanced* = 5-10 years, *Expert* = 10 + years

Information compiled by Paula Brand, GCDF & CPRW - December 2010

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