

RE: Recognition for Clinical Counsellors Registered with the CPCA

Dear Insurer,

Thank you for the opportunity to relate to you the extensive qualifications of a clinical counsellor/psychotherapist who is registered with the Canadian Professional Counsellors Association (CPCA). The CPCA and its members have been committed to excellence in counselling and psychotherapy since 1990 and endorse and promote the [Competency Model](#) of credentialing clinical counsellors which encompasses verified education and validated clinical experience. We look to evaluate each applicant for registration based upon several factors, described in the attached documents, to ensure that they have the competency and achieve a masters equivalency.

As the language representing competency is shifting some will use the term “master’s equivalency” and others will use the term “master’s level”. These terms are synonymous but can be misunderstood and thought to represent a stand-alone “Master’s Degree”. Those who espouse to the competency model of registration understand the term to represent master’s level training. Our research shows that when a CPCA applicant has completed the required education inclusive of an extensive supervised practicum and has achieved successful completion of the CPCA Qualifying Exam (QE) joined with the subsequent 600-hour candidacy of the RPC-C, they have indeed obtained a master’s level competency in counselling. Most have achieved this academically and experientially before they begin their candidacy.

Our association is a founding pioneer member of the “Federation of Associations of Counselling Therapists (FACT)” which began in BC and has been working toward regulation and the formation of Regulatory Colleges across Canada and have adopted a competency-based profile for registration. These associations are: Canadian Addiction Counsellor Certification Federation, Canadian Art Therapy Association, Canadian Association of Marriage and Family, Canadian Association for Spiritual Care, Canadian Counselling and Psychotherapy Association, Canadian Professional Counsellors Association, Association of Cooperative Counselling Therapists, Association of Registered Clinical Hypnotherapists, Professional Association of Christian Counsellors and Psychotherapists, Provincial Associations of Art Therapy Child and Youth Care, Music Therapy, Marriage and Family Therapy, Addictions Therapy, Play Therapy, Newfoundland and Labrador Counselling and Psychology Association, BC Association of Clinical Counsellors.

We are respected members of this professional community and along with such associations as the BCACC, CCPA, the CACCF, are *equally* committed to governance, excellence in clinical practice, and protection of the public. In fact, the CPCA is still the only association that requires all registered members to complete ongoing clinical supervision beyond candidacy with a registered clinical supervisor annually.

As with most regulatory colleges, the CPCA measures competency on: (1) recognized educational training, (2) supervised direct client service hours, (3) indirect client services hours which involves participation in other aspect of clinical work, which is not with clients, and (4) a qualifying competency exam.



Currently there are five provinces which are now regulated with the others in various stages of this process. The five regulated are: Ontario ([CRPO](#)), Quebec ([Quebec Regulation](#)), New Brunswick ([CCTNB](#)), PEI ([CCTPEI](#)) and Nova Scotia ([NSCCT](#)). Alberta is very close to having an established regulatory college ([ACTA](#)). And other provinces are working towards regulation: British Columbia ([FACT-BC](#)), Saskatchewan ([FACT-SK](#)), Manitoba ([FACT-MB](#)), and Newfoundland and Labrador ([FACT-NL](#)). We are so proud that the CPCA is recognized as a pioneer in this work.

Regulatory Colleges across Canada have included CPCA registrants with the designations defined in the attached documents so that our members are able to continue to practice. It is for this reason that we hold to strict standards regarding educational core competences with supervised practicum. And it is for this reason that we also have a competency-based qualifying exam that each registrant must successfully complete before they are granted a practicing designation. The requirements of the CPCA founding Registered Professional Counsellor (RPC) designation meet the standard criterion of most graduate degrees while the requirements of the Master Practitioner in Clinical Counselling (MPCC) designation exceed most graduate degrees in Canada. As mentioned earlier, most often CPCA registrants completing their supervised candidacy with the RPC-C designation have also met or exceeded the same criterion.

Furthermore, to remain in good-standing and in active practice, all CPCA registered counsellors must:

1. Adhere to the [CPCA Code of Ethics](#)
2. Adhere to the [CPCA Professional Standards of Practice](#)
3. Complete a **minimum** 12 hours of [continuing education](#) per calendar year
4. Complete a **minimum** 6 hours of [clinical supervision](#) per calendar year
5. Maintain current liability insurance to a minimum of \$1,000,000 with 2,000,000 recommended

The following recognized definition of clinical counselling accurately describes the mental health services provided by clinical counsellors who are registered with the CPCA.

Definition of Counselling/Psychotherapy: *"Counselling is a relational process based upon the ethical use of specific professional competencies to facilitate human change. Counselling addresses wellness, relationships, personal growth, career development, mental health, and psychological illness or distress."* (CCPA website)

Due to the laws that govern title-protection, CPCA registered clinical counsellors are unable to reference themselves as Registered Clinical Counsellors. Just as the CPCA registered designations for clinical counsellors (RPC-C, RPC, MPCC, MPCC-S) have protection, so too does the BCACC and the CCPA have title protection for their clinical counsellor designations (RCC and CCC). The above definition defines the work of clinical counsellors registered with each of the above-mentioned associations.

As the recognition of mental health gains momentum as an undeniable and significant component of health in general, professionals providing counselling and therapy play a vital role in their work with clients to restore psychological and emotional equilibrium for optimum health.

Respectfully,



Eva Kelades RPC, MPCC
CPCA Executive Director



Russell Webb MA, RPC, MPCC
CPCA National Registrar





The Canadian Professional Counsellors Association

Competency Based Model for Clinical Practice

WHAT IS COMPETENCY IN CLINICAL PRACTICE?

Within the field of clinical counselling competency involves:

- A combination of many areas of knowledge and education and experience.
- The ability to perform numerous skills at appropriate and discernible points in time.
- An understanding and application of the boundaries of ethical practice.
- Understanding one's own process and issues to address.
- A commitment to always growing and learning as a clinician.
- Openness to feedback and influence of clinical supervision.
- Regular reflective practice and self-care for the clinician to ensure their best mental health.
- Willingness to be accountable to other professionals to ensure optimum clinical practice.

WHAT ARE COMMON ASSUMPTIONS REGARDING CLINICAL COMPETENCY?

The main assumption that many associations, insurance companies, and employers make is to assume that a specific educational degree equates with clinical competency. But this is not the case.

master's degree ≠ clinical competency

There are many cases where well educated individuals with master's or doctorate degrees have lacked clinical competency, done poor clinical practice and even unethical practice, and have caused harm to clients.

Another assumption is that the longer one is in clinical practice the more competent they become. This can be the case for dedicated clinicians, but it too is an assumption. Research has shown that those who are new to the practice of therapy or counselling can be sharper and better clinically due to their recent training and their hyper-vigilance to be a good clinician.

more experience ≠ greater clinical competency

It is unfortunate that some who age in the profession can also become less effective and lazy when working with clients. It is for this reason that accountability, self reflective practice, continuing education, and continual clinical supervision are critical to maintain optimum clinical performance.

WHY IS THE CPCA COMMITTED TO A COMPETENCY BASED MODEL?

The CPCA is committed to a competency-based model of clinical practice because it is more holistic in its approach to understanding the nature of competency. It does not assume that competency is only based on a specific form of education, but rather encompasses all of the aspects of what competency means in clinical practice and endeavors to ensure that competency is the highest priority within all of our clinicians.

WHAT IS THE CPCA COMPETENCY BASED MODEL?

If we take the competency-based model definition from page 2 we can build a picture of what competency looks like within the Canadian Professional Counselling Association. The CPCA is a competency-based professional association whose members voluntarily participate in the regulation and oversight of clinical practice for the protection of the public.



These standards include a Code of Ethics, Professional Standards of Practice, and a formal, adjudicated Complaints & Discipline process. All CPCA members in active practice must complete 12 hours of professional development and 6 hours of clinical supervision per calendar year to remain in good standing as practicing clinicians.

Our members are deemed competent after a rigorous application process which includes a theory-based qualifying exam, proof of supervised clinical practice, and letters of recommendation from registered/licensed mental health professionals who have personal knowledge of the applicant's clinical skills.

In addition to the entry-level registration, the *Registered Professional Counsellor* (RPC), CPCA members may apply for advanced recognition as *Master Practitioner in Clinical Counselling* (MPCC), which represents a significant body of education and experience over and above the RPC registration. An MPCC-level member has completed a *minimum* of 1250 hours of direct client contact, 250 hours of clinical supervision, and has been in active practice for a least 5 of the past 8 years. This designation is purposefully modelled on the education and experience typically earned through a graduate degree program.

The following chart highlights what is needed for each certification within the CPCA:

Title	Registered Professional Counsellor Candidate	Registered Professional Counsellor	Master Practitioner in Clinical Counselling
Designation	RPC-C	RPC	MPCC
<p>Education All international education must be verified and assessed by WES or other such Canadian recognized organization</p>	<p>A minimum of 450 training hours (including 90 practicum hours) in the field of Psychotherapy/ Counselling that facilitate skill development of entry-level core competencies is required for professional registration.</p>	<p>A minimum of 450 training hours (including 90 practicum hours) in the field of Psychotherapy/Counselling that facilitate the skill development of entry-level core competencies is required for professional registration.</p>	<p>Completed the education requirements of an RPC plus a minimum of 60 hours advanced education (which meet the requirements of CE or Professional Development credits)</p>
<p>Specific Course Requirements</p>	<p>Completed an education program that directly trained the student in the entry level core competencies of the CPCA. However, they have not yet met the criteria for an RPC designation but are in the process of gaining the experience necessary for RPC designation.</p>	<p>Counselling Foundations I:</p> <ul style="list-style-type: none"> ▪ Human Development ▪ Culture & Diversity <p>Counselling Foundations II:</p> <ul style="list-style-type: none"> ▪ Theoretical Framework ▪ Evidence-based Practice <p>Counselling Foundations III:</p> <ul style="list-style-type: none"> ▪ Psychopathology/Abnormal Psych/DSM-5/ ICD <p>Counselling Interventions:</p> <ul style="list-style-type: none"> ▪ Clinical assessment ▪ Crisis Intervention ▪ Conflict Resolution Skills <p>Counselling Process:</p> <ul style="list-style-type: none"> ▪ Orientation ▪ Assessment ▪ Closure <p>Counselling Skills and Techniques:</p> <ul style="list-style-type: none"> ▪ Therapeutic Communication ▪ Therapeutic Relationship ▪ Therapeutic Process <p>Ethics & Ethical Practice:</p> <ul style="list-style-type: none"> ▪ Legal & Regulatory Practice ▪ Scope of Practice ▪ Ethical Practice ▪ Ethical Decision-Making ▪ Ethical Communication <p>Reflective Practice:</p> <ul style="list-style-type: none"> ▪ Self-care & personal safety ▪ Awareness of Self ▪ Supervision/Clinical Governance <p>Professional Practice:</p> <ul style="list-style-type: none"> ▪ Business Practices ▪ Records ▪ Relationships (Collegial Consultation/Collaborative Practice) ▪ Supervision/Practice Governance 	<p>The Same educational Competencies as an RPC plus 60 additional hours in any of the following:</p> <ul style="list-style-type: none"> • accredited specialized training • approved CE or professional development hours • related specialized certification • accredited post graduate degree(s)
<p>Specific</p>			

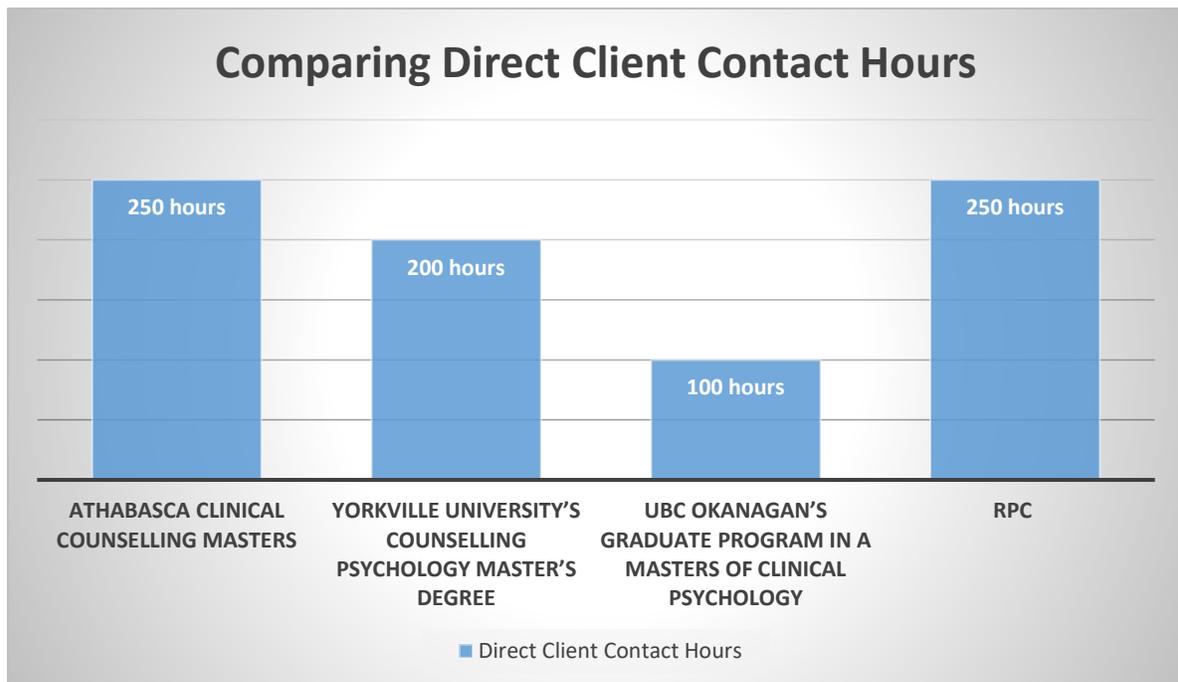
Course Requirements Continued		Professional Communication: <ul style="list-style-type: none"> ▪ Clinical Documentation ▪ Referrals ▪ Third Party Reports ▪ Media/Social Media 	
Pre-Grad Supervision	90 hours required	90 hours required	90 hours required
Post-Grad Supervision before receiving designation	None	Minimum 150 clinical supervision hours	Minimum 250 clinical supervision hours
Supervisor Requirements	<p>All clinical supervision must be completed by a registered qualified clinical supervisor (QCS). The clinical supervisor does not need to be a member of the CPCA, but must meet all the following:</p> <ul style="list-style-type: none"> • be registered as a qualified clinical supervisor with a recognized professional assoc. • a member in good standing within their professional assoc. • meets the equivalency criteria of a CPCA supervisor (MPCC-S): <ul style="list-style-type: none"> ➤ A minimum of eight years active practice within the past 10 years in mental health services including a minimum 1,500 documented hours of direct service with clients. ➤ 100 hours of documented supervision experience (supervising practicum students, graduates, licensees, peers) ➤ 30 hours additional education specifically related to the practice of supervision, including at least one 'Ethics and Supervision' course 	<p>All clinical supervision must be completed by a registered qualified clinical supervisor (QCS). The clinical supervisor does not need to be a member of the CPCA, but must meet all the following:</p> <ul style="list-style-type: none"> • be registered as a qualified clinical supervisor with a recognized professional association • a member in good standing within their professional association • meets the equivalency criteria of a CPCA supervisor (MPCC-S): <ul style="list-style-type: none"> ➤ A minimum of eight years active practice within the past 10 years in mental health services including a minimum 1,500 documented hours of direct service with clients. ➤ 100 hours of documented supervision experience (supervising practicum students, graduates, licensees, peers) ➤ 30 hours additional education specifically related to the practice of supervision, including at least one 'Ethics and Supervision' course no older than three years ➤ Three letters of Professional recommendation substantiating professional recognition of clinical knowledge and practical skills. 	<p>All clinical supervision must be completed by a registered qualified clinical supervisor (QCS). The clinical supervisor does not need to be a member of the CPCA, but must meet all the following:</p> <ul style="list-style-type: none"> • be registered as a qualified clinical supervisor with a recognized professional association • a member in good standing within their professional association • meets the equivalency criteria of a CPCA supervisor (MPCC-S): <ul style="list-style-type: none"> ➤ A minimum of eight years active practice within the past 10 years in mental health services including a minimum 1,500 documented hours of direct service with clients. ➤ 100 hours of documented supervision experience (supervising practicum students, graduates, licensees, peers) ➤ 30 hours additional education specifically related to the practice of supervision, including at least one 'Ethics and Supervision' course no older than three years ➤ Three letters of recommendation substantiating professional recognition of clinical

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<p>Experience</p>	<p>Minimum of 90 hours of combined:</p> <ul style="list-style-type: none"> • supervision hours • direct client contact hours (DCC) • clinical practice hours • most have completed 260 – 360 hours <p>Has completed an education program that directly trained the student in the entry level core competencies of the CPCA.</p> <p>However, they have not yet met the criteria for an RPC designation but are in the process of gaining the experience necessary for RPC designation.</p>	<p>Minimum of 600 hours includes:</p> <ul style="list-style-type: none"> • 150 supervision hours • 250 direct client contact hours (DCC) • 200 clinical practice hours <p>Thus, for client contact, there is 450 directly related hours. “Clinical practice hours” includes time that specifically relates to direct client hours (i.e.: case notes, research on a specific case, report writing for a case, preparation time before a session (but clinical supervision is not included in “clinical practice hours”).</p>	<p>Minimum of 1250 hours includes:</p> <ul style="list-style-type: none"> • 250 supervision hours • 750 direct client contact hours (DCC) • 250 clinical practice hours <p>In addition to having practiced in the counselling field for a minimum of five (5) of the last eight (8) years.</p>
<p>Criminal Records Check</p>	<p>Required at first membership registration and with each upgrade in designation. The CPCA policy is that Criminal Record Checks are updated after every 5 years of practice.</p>	<p>Required at first membership registration and with each upgrade in designation. The CPCA policy is that Criminal Record Checks are updated after every 5 years of practice.</p>	<p>Required at first membership registration and with each upgrade in designation. The CPCA policy is that Criminal Record Checks are updated after every 5 years of practice.</p>
<p>Vulnerable Records Check</p>	<p>Required at first membership registration and with each upgrade in designation. The CPCA policy is that Criminal Record Checks are updated after every 5 years of practice.</p>	<p>Required at first membership registration and with each upgrade in designation. The CPCA policy is that Criminal Record Checks are updated after every 5 years of practice.</p>	<p>Required at first membership registration and with each upgrade in designation. The CPCA policy is that Criminal Record Checks are updated after every 5 years of practice.</p>
<p>Exam</p>	<p>Successful completion of Qualifying Exam with 70% score or greater</p>	<p>Successful completion of Qualifying Exam with 70% score or greater</p>	<p>Successful completion of Qualifying Exam with 70% score or greater <u>if new member application only</u></p>

Membership	RPC-C's are candidate counsellors must practice under the supervision of a contracted qualified clinical supervisor. Candidate counsellors are eligible to apply for upgrade to RPC (Registered Professional Counsellor) once their candidacy is satisfied.	RPC's are clinical counsellors who have completed their candidacy (RPC-C) or have substantiated the requirements of an RPC.	MPCC's are RPC clinical counsellors who have completed extended clinical practice hours, additional education, and additional clinical supervision hours as listed above. If a new member application, they must substantiate the requirements of an MPCC.
Letters of Reference/ Recommendation	Minimum of 2 letters	Minimum of 2 letters	Minimum of 3 letters

DIRECT CLIENT CONTACT SUPERVISED HOURS

When looking at Master level programs, by way of comparison, a graduate student from Athabasca University's Clinical Counselling Master's Program must have 500 hours of clinical experience completed within the degree program; but of that 500 hours, only **250 hours must be "direct client contact"**. Yorkville University's Counselling Psychology Master's degree requires 400 hours of clinical experience, of which **200 hours must be "direct client contact"**. And the UBC Okanagan's graduate program in a Master of Clinical Psychology requires **100 hours "direct client contact"** with 65 hours of clinical supervision. The standard for an RPC designation is 250 Direct Client Contact Hours.

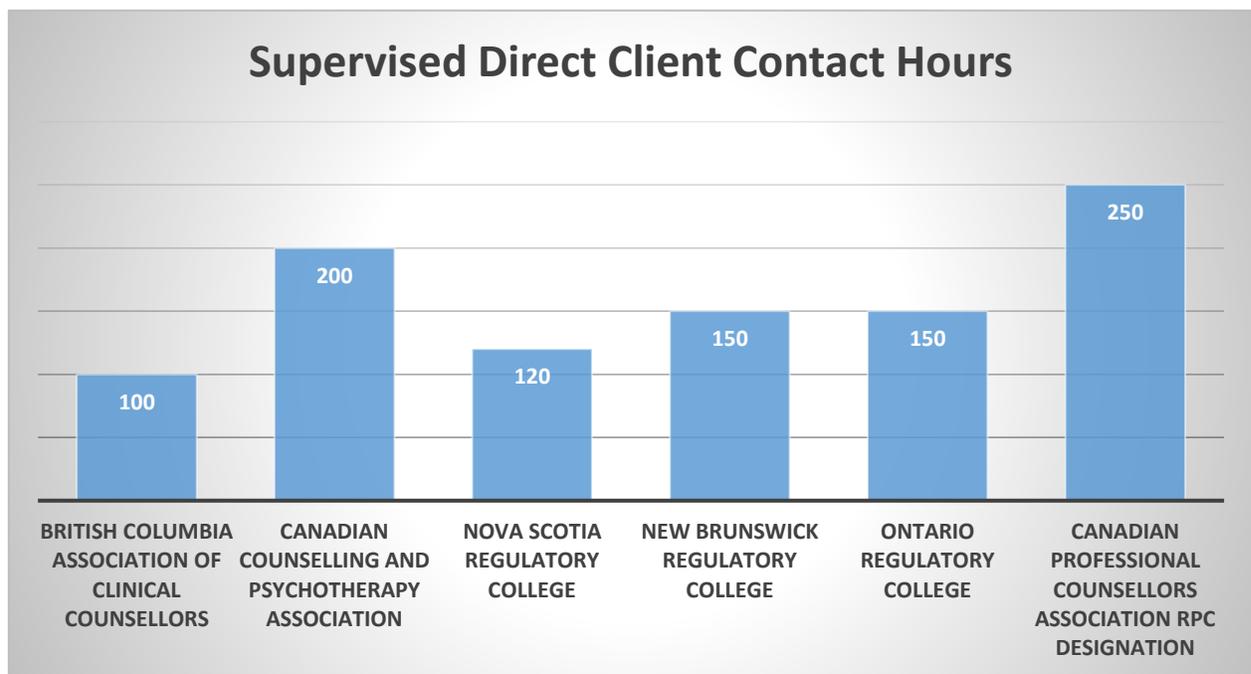


These graduate degrees are accepted by many professional associations and are also recognized by most insurance underwriters, EAPs, Government agencies, and 3rd party benefit policies. The requirements of the RPC designation of the CPCA fully meets this standard.

A MASTERS LEVEL STANDARD AND THE RPC DESIGNATION

The RPC minimum requirements have been established for many years. Most applicants exceed these minimums with an average number of education hours of 1000 - 1400 hours and an average number of hours of supervised practicum between 200 – 360 hours.

When we compare the standards for Supervised Direct Client Contact Hours of the CPCA to that of other professional counselling associations and regulatory colleges, the requirements for the RPC designation are higher than those of Associations which require a master's degree. In the chart below is a comparison:



For some associations and regulatory colleges, these Supervised Direct Client Contact Hours can be credited or achieved through a practicum. However, the CPCA requires 250 Supervised Direct Client Contact Hours to be in addition to a practicum.

The CPCA does not apologize for these standards for the RPC certification/designation. The CPCA is committed to high professional standards and protecting the public. The CPCA also requires that these supervised hours be supervised by a qualified clinical supervisor who has:

1. A minimum of **8 years** in active practice within the last 10 years.
2. 1500 Direct Client Contact Hours with clients documented.
3. **100 hours of supervision experience** documented.
4. **30 hours specific supervision education** with at least one 'Ethics and Supervision' course.

5. **3 letters of recommendation** substantiating professional recognition of clinical knowledge and practical skills.

These standards for Clinical Supervisors are to ensure the quality of clinical supervision of those who obtaining their RPC designation.

FOCUSED EDUCATIONAL REQUIREMENTS

Applicants for registration must have completed a training program accredited by a recognized body charged with this responsibility or have documented education and training substantively equivalent to such a program. All applicants must submit original transcripts as part of the application process, and any foreign education must be verified by a 3rd party education evaluation process, such as www.wes.org.

Each successful applicant must demonstrate held knowledge in the areas defined above no matter what program, degree, or credential is held, and this is validated by successfully completing the Qualifying Exam in Counselling Theory. The key educational criteria for holding an RPC designation must have the following educational components:

<p>Counselling Foundations</p> <ul style="list-style-type: none"> ❖ Human Development, Culture and Diversity, Theoretical Framework, Evidence-Based Practice ❖ Psychopathology, Abnormal Psychology, DSM V, ICD <p>Counselling Interventions</p> <ul style="list-style-type: none"> ❖ Clinical Assessment, Crisis Intervention, Conflict Resolution <p>Counselling Processes</p> <ul style="list-style-type: none"> ❖ Clinical Orientation, Assessment and Closure <p>Counselling Skills and Techniques</p> <ul style="list-style-type: none"> ❖ Therapeutic Communication, Relationship and Process <p>Ethics and Ethical Practice</p> <ul style="list-style-type: none"> ❖ Legal and Regulatory Practice, Scope of Practice, Ethical Practice and Decision Making ❖ Ethical Communication <p>Reflective Practice</p> <ul style="list-style-type: none"> ❖ Self-Care and Personal Safety, Awareness of Self ❖ Supervision and Clinical Governance <p>Professional Practice</p> <ul style="list-style-type: none"> ❖ Records and other Business ❖ Collegial Relationships – Consultation and Collaboration <p>Professional Communication</p> <ul style="list-style-type: none"> ❖ Clinical Documentation, Referrals, Third Party Reports ❖ Media/Social Media.

HOW DO YOU CONFIRM THAT THE EDUCATIONAL INSTITUTIONS MEET EDUCATIONAL REQUIREMENTS?

The schools/institutions in question have verified reciprocal agreements with other accredited schools/institutions; the credential(s) granted are accepted by the College of Registered Psychologists, the College of Social Workers, the Federal government; are listed as providing acceptable degrees for applications for the Canadian Counsellors and Psychotherapists Association (CCPA), the British Columbia Association of Clinical Counsellors (BCACC), and other associations contemporary to the CPCA.

THE MPCC DESIGNATION

In addition to the foundational registration, CPCA members may apply for a master level designation – **Master Practitioner in Clinical Counselling (MPCC)**, which represents a significant body of education and experience earned and recognized in clinical practice. This earned designation requires 1250 hours of clinical practice hours which must include a minimum of 250 hours of clinical supervision, 750 hours of direct client contact; 5 years of active clinical practice in the past 8 years, 3 current letters of recommendation from qualified mental health professionals with personal knowledge of the member's clinical practice, and 60 hours of advanced education specific to the practice of therapy. Therefore, the MPCC practicing clinician holds an equivalent to graduate degree education and experience. Most applicants for RPC and MPCC membership exceed these minimum measures by a great margin. These graduate degrees are accepted by other professional associations which are recognized by most insurance underwriters, EAPs, Government agencies, and 3rd party benefit policies. The requirements of the RPC designation meet this standard criterion while the requirements of the MPCC designation exceed every graduate degree in Canada.

All CPCA members, in active practice, must complete 12 hours of professional development and 6 hours of clinical supervision per calendar year to remain in good standing as practicing clinicians. In the promotion and support of competency in clinical counselling/psychotherapy, we are the first counselling association to make ongoing clinical supervision an annual requirement. We established this in 2015 as an essential step in our commitment to excellence in competence, strengthening a foundation for client safety.

THE CPCA DESIGNATIONS & INSURANCE COMPANIES

All CPCA Registered Professional Counsellors (RPC) and Master Practitioners in Clinical Counselling (MPCC) have been approved with Sunlife across Canada. Although there is no way we can provide an exhaustive list, here are a few companies who have covered the cost of counselling services by our members: Aspiria, some branches of Blue Cross, ComPsych, Great West Life, Green shield, Homewood Health, Lifeworks (formerly known as Ceridian), Manulife, Morneau Shepell, Municipal Fire Departments who provide their own coverage, Optima Global Health, Pacific Blue Cross, Pacific Life, Sunlife, Victim Services and others. The number of Insurance companies who recognize the CPCA continues to grow over time.

THE CPCA AND REGULATION ACROSS CANADA

As Canada's largest and oldest competency-based professional association, we are proud to have participated in the formation of the Ontario College of Registered Psychotherapists (CRPO) as well as the College of Counselling Therapy in Alberta. The CPCA is proud to be a founding member of the Federation of Associations of Counselling Therapists (FACT) in each province in Canada currently still pursuing the formation of regulatory colleges. As the provinces enact legislation to regulate mental health services, our registered counsellors are accepted into the new regulatory colleges as fully accredited professionals.

The regulatory colleges being formed across Canada are also based on a competency model that encompasses education but is not based on a specific educational pathway or degree.

Why are we dedicated to establishment of regulatory bodies across Canada for the profession of counselling therapy? It is because regulation is a form of accountability that endeavors to ensure the protection of the public, which the CPCA is dedicated to.

CONCLUSION

The competency-based model offers inclusion for those who have come to excellence in clinical practice in a variety of ways, traditional and non-traditional. In this regard, the CPCA is the oldest competency-based professional association in Canada. CPCA members have continued to voluntarily participate in regulation and oversight of clinical practice for the protection of the public. This is particularly true today as provinces across Canada adopt/enact legislation to regulate mental health professionals – the standard being adopted by the majority is competency-based registration.

Credentials alone do not guarantee competence or ethical practice. The adoption of a competency-based model for registration is evidence-based practice, and the CPCA and its members have been leaders in this model.

RE: Voluntary Self-Regulation of Counsellors Registered with the CPCA

To whom it may concern,

Regulation is imperative in the arena of mental health services. These directives involve instituting standards and rules for training, practice, and registration, as well as the implementation of processes to manage complaints and administer disciplinary procedures responsibly. It is imperative that voluntary self-regulation is firmly entrenched in counselling associations to secure safety for the public and ensure best practice by their registrants. For this purpose, the CPCA maintains an established regulatory framework for its clinical counsellors that is built on the foundations of competency and compliance in both registration and discipline.

The following are essential components of this framework:

1. Verified academic and experiential requirements to enter the profession
2. Qualifying examination on counselling core competencies, code of ethics and standards of practice required to practice in the profession
3. Confirmed completion and submission of mandatory annual requirements in continuing education and clinical supervision for maintaining and developing competence in the practice of their profession
4. Maintenance of current liability insurance and clear criminal record and vulnerable sector checks required to remain in the profession
5. Voluntary compliance to comprehensive complaints and discipline processes for the practice of their profession

As the language representing competency is shifting some will use the term “master’s equivalency” and others will use the term “master’s level”. These terms are synonymous but can be misunderstood and thought to represent a stand-alone “Master’s Degree”. Those who espouse to the competency model of registration understand the term to represent master’s level training.

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Eva Kelades
Executive Director

