

Career Counsellor

Help people figure out what to do for work, then help them actually get hired.

TYPICAL PAY

\$62,000

a year, full time

PAY RANGE

\$47k to \$90k

starting to experienced

TIME TO QUALIFY

2 to 6 years

after high school

DEMAND

Moderate

job outlook

LICENCE NEEDED

No

anyone can do it

WHERE YOU WORK

**Employment centres, colleges,
government offices, private practi...**

How you get there

- 1 High school diploma** Grade 12
Grade 12 with English. Part-time jobs and volunteering give you the raw material: you will be talking about work all day.
- 2 Post-secondary credential** 2 to 4 years
A social service worker or human resources diploma, or a degree in psychology, sociology, education or human resources.
- 3 Career development training** 6 months to 1 year
A dedicated certificate offered by colleges across Canada. Covers labour market information, assessment tools and counselling skills.
- 4 Get hired and build hours** 3 years
Community employment centres, college career offices, newcomer agencies and disability employment programs.
- 5 Optional: certify** After about 3 years of experience
The CCDP (Certified Career Development Professional) designation through the national certification body.

Pros and cons

- + Office hours, no shift work, no overnights
- + You can measure success: people get jobs
- + Many routes in, no single expensive degree required
- Funding is tied to government contracts that get retendered
- Targets and caseload numbers can crowd out real counselling
- You cannot fix a weak local job market for your clients

Good to know

The certification is national now

Career development certification used to be run province by province. It has been pulled together into one national program, so a certified practitioner in Nova Scotia is recognized the same way in Al...

School counsellors are a different job

In Canadian public schools, guidance counsellors are usually certified teachers with extra qualifications, paid on the teacher salary grid. Career counsellors outside schools are a separate occupation with s...

Optional boosts

Outplacement. Disability and return-to-work. Newcomer employment. Post-secondary career services.

Where these numbers come from

Job Bank: Career counsellor, except education, wages (updated Nov 2025)
Career Certification: National Career Development Certification
Career Development Practitioners of Ontario
Government of Canada: GC Jobs

Numbers checked September 2026. Pay figures are typical full-time annual amounts in Canadian dollars, based on Government of Canada Job Bank wage data and published salary grids. They vary by province, employer and experience. Tuition is for domestic students. Sources, links and the click-through version: <https://career.help/ca/careers/career-counsellor>



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