



Career Navigator Guide

Counseling Pathway

This work has been supported by:



Introduction



Background & Executive Summary

Counseling is an in-demand and growing occupation. By 2034, counseling is estimated to grow by ten percent compared to the total Michigan economy, which is projected to grow by six percent. As jobs in counseling grow, there will be new and increased opportunities for students to choose careers within the counseling field.

This guide will provide Career Navigators with the resources and information to support high school students in deciding where they want to start their journey, where they want to go, and how to get there.

Note:

For simplicity, this guide refers to School Counselors and other professionals who provide guidance to students on career pathways as "Career Navigators," although, in practice, Career Navigators and other career guidance professionals cannot perform the same duties as credentialed School Counselors.

The Career Navigator Guide is divided into four sections.



Assess

What are my
career interests?



Explore

Is psychology for
me?



Decide

What planning
do I need to do?



Go

What actions do
I need to take?

Each section provides information and action steps for Career Navigators to help their students prepare, make informed decisions, and gain the experience needed to successfully enter and obtain a meaningful career in the counseling field.

In addition to the Career Navigator Guide, we encourage you and your students to connect with the following professional counseling associations and organizations to learn more about counseling and its specialties:

- Michigan Department of Education (www.michigan.gov/mde/services/ed-serv/ed-cert/permits-placement/school-counselor-placement)
- Michigan School Counselor Association (www.michiganschoolcounselor.org/)
- American School Counselor Association (www.schoolcounselor.org/)
- Michigan Counseling Association (www.micounseling.org/)
- American Counseling Association (www.counseling.org/)
- Michigan Mental Health Counselor Association (mmhca.org/)
- American Mental Health Counselors Association (www.amhca.org/home)
- Michigan Association of Alcoholism and Drug Abuse Counselors (www.naadac.org/michigan)
- Michigan Career Development Association (michcda.org/)
- Incompass Michigan (incompassmi.org/)
- National Council on Rehabilitation Education (ncre.org/)
- National Rehabilitation Association (www.nationalrehab.org/)
- Michigan Association for College Admission Counseling (macac.org/)

Table of Contents

5 **Assess**
Student Career
Interests

14 **Explore**
Psychology
Careers

31 **Decide**
Training &
Education

37 **Go**
Take Action on
the Career Path

Appendices

41 Appendix 1

51 Appendix 2

53 Appendix 3

Assess



Student Career Interests



The first step is for students to determine their values, interests, and skills.

If your student hasn't already, encourage them to complete a skills or interest assessment, career profile, or other career aptitude test. These assessments can help students determine their values, interests, and abilities, which will help them make informed career decisions, but also meet requirements of the Educational Development Plan (EDP) your students are already completing. Your school may have access to a private platform. However, there are free resources available to students, including:

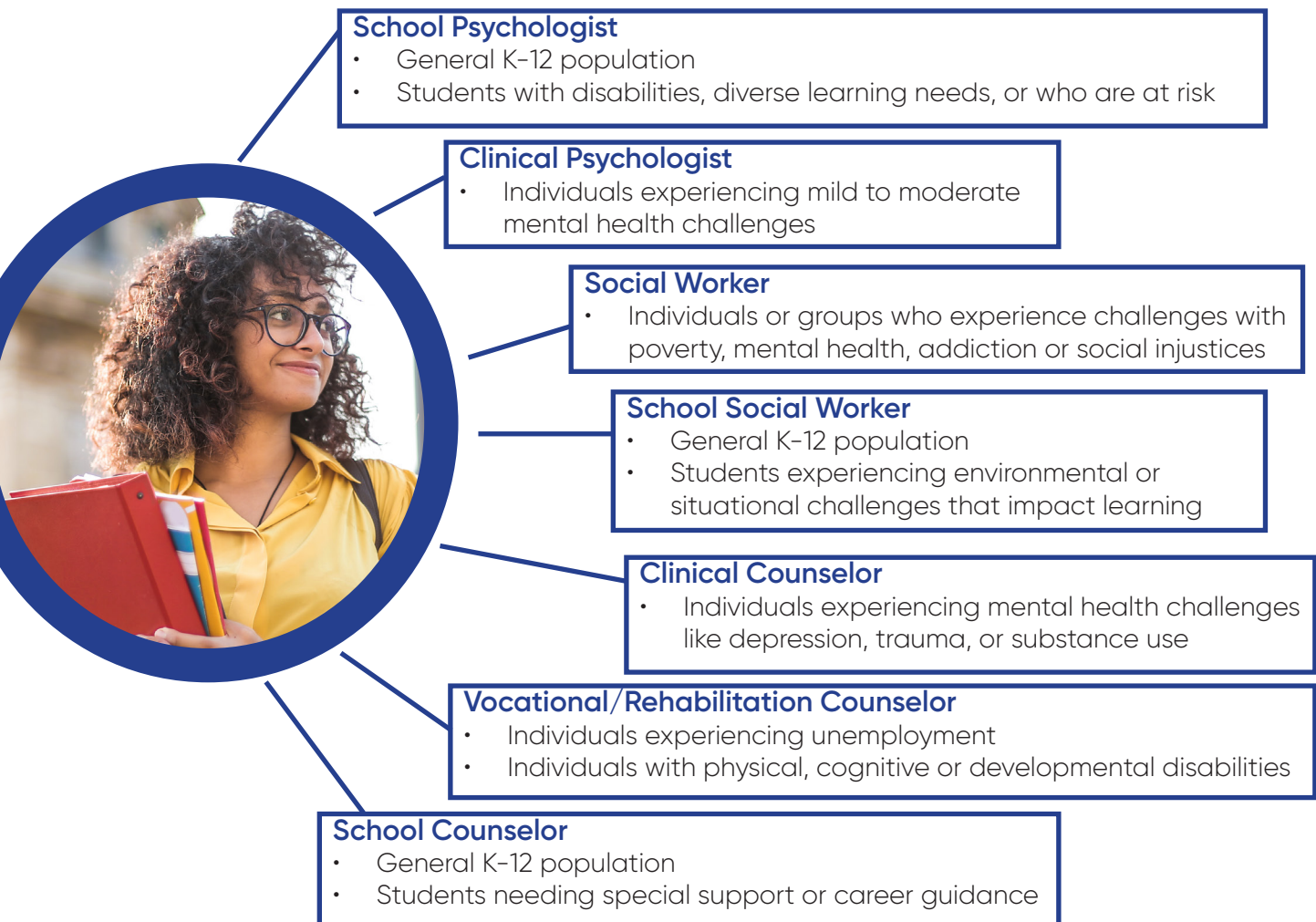
- O*NET Interest Profiler (www.mynextmove.org/explore/ip)
- CareerOneStop Skills Matcher (www.careeronestop.org/Toolkit/Skills/skills-matcher.aspx)

Best Fit Careers | Behavioral Health Occupations at a Glance

For students with results that point them towards careers focusing on helping others through therapy, counseling, or mentorship, a career in psychology may be ideal. However, since Psychologists, Social Workers, and Counselors all offer these types of services, it's important to understand the differences between these occupations. Review the career descriptions below to help students identify which of the professions aligns best with their aspirations.

Note: This overview does not include all the different subspecialties or certifications individuals can earn; instead, it highlights the macrocategories of behavioral health professionals.

Who We Serve



What We Do

School Psychologist

- Assesses students through psychological and educational evaluations
- Develops Individualized Education Plans (IEPs)
- Develops school-wide interventions

Clinical Psychologist

- Assesses patients
- Develops treatment plans
- Conducts research

Social Worker

- Provides therapy
- Connects clients to resources
- Advocates for system change

School Social Worker

- Develops programs and strategies to support students
- Connects students and families to community resources

Clinical Counselor

- Assesses clients and develop treatment plans
- Provides therapy

Vocational/Rehabilitation Counselor

- Assesses clients and develop plans for gaining employment, such as skill building or training
- Advocates for adaptive workplace strategies

School Counselor

- Provides individual and group counseling or instructional lessons
- Provides guidance to students about future and career decision-making



What Makes Us Unique

School Psychologist

- Assesses a student's fit for special education services
- Analyzes school data to create school-wide interventions

Clinical Psychologist

- Conduct psychological assessments
- Works with clients who have more severe mental health challenges without using medication

Social Worker

- Addresses the environmental factors impacting clients
- Uses advocacy to support individuals and communities

School Social Worker

- Acts as a connector between schools, families and community resources to address environmental concerns impacting learning

Clinical Counselor

- Promotes client growth through a problem-solving lens and by helping clients build resilience and self-confidence

Vocational/Rehabilitation Counselor

- Builds client employment and professional skills
- Creates accessible workplaces

School Counselor

- Supports students with their career development, academics, emotional development and leadership
- Can earn school counselor credential as a Michigan Educator, providing both classroom instruction and counseling services



What About Therapists?

Students may wonder where therapists fit into the behavioral health careers. Despite many individuals referring to themselves as or having the title of "therapist," there is no occupational group for therapists. Unlike the behavioral health occupations, there is no educational degree to become a therapist, nor is there a licensure that protects the title of therapist.

This is because the term "therapist" (meaning "treatment provider") and the action of providing "therapy" or "treatment" is too broad and general, with too many occupations and activities related to it to refer to a specific group of people. For example, Clinical Psychologists, Physical and Respiratory Therapists, and Physicians are all "treatment providers." Likewise, talk therapy, psychotherapy, and cognitive behavioral therapy are different "therapies" or "treatments" that professionals may use to care for patients. Simply put, "therapist" can refer to any professional who treats patients with a type of therapy. Because of this, it is not possible to create a single occupation of therapists.

However, several mental health therapies have their own unique certifications, practices, or tools that differentiate them from a generic "therapist." These occupations include Art Therapists, Music Therapists, and Marriage & Family Therapists. There is no single degree path to each specialty therapy listed above, so students interested in pursuing these careers will need to determine the educational paths that suits their skill sets and enable them to earn any required credentials. Students can find more information about the specialty therapies using the following links:

- Art Therapy Credentials Board, Inc. (atcb.org/what-is-art-therapy/)
- American Music Therapy Association (<https://www.musictherapy.org/careers/>)
- American Association for Marriage and Family Therapy (www.aamft.org/)



Note:

As of the release of this document (2025), Marriage & Family Therapists require licensure to practice in Michigan. This guide provides more in-depth information about Marriage & Family Therapy and its associated licensure requirements on page 23.

Beyond the Assessment | Profile of a Successful Counselor

After assessing and deciding if the counseling field aligns with the student's values, interests, and skills, the next step is to explore compatibility with a Counselor's daily tasks.

While there are many different fields of study and scopes of practice within counseling, generally, Counselors use mental health, cognitive, and psychological principles to support individual and family mental health, wellness, personal growth, or career development. Counselors play an important role in helping individuals improve relationships, set and meet personal and career goals, and provide a safe space to work through emotions. However, as with any mental health professional, Counselors also see people who are working through difficult emotions, who have substance use disorders, or who are navigating challenging life situations like the death of a loved one. Because helping clients through these types of challenges and situations can impact Counselors themselves, successful professionals typically have characteristics, experiences, and career expectations that inspire them to choose and remain in the counseling field.

Help students compare their career expectations, characteristics, and experiences to the lists below. Remind students that they do not need to match everything on the lists perfectly; instead, they should use them to help inform whether they would find meaning and longevity in the field.



Values

A career in counseling might be a good fit for students with career assessment results that highlight values, interests, or skills in:

- Relationships
- Helping others
- Achievement
- Advising



Counseling Values

According to the [American Counseling Association Code of Ethics](#), the core values of the Counselor profession are:

- Autonomy
- Nonmaleficence
- Beneficence
- Justice
- Fidelity
- Veracity



Counseling Values Continued

According to the [American School Counselor Association](#), School Counselors demonstrate that all students have the ability to learn by advocating for optimal learning environments for all students. School Counselors believe that all students have the right to:

- Be respected and treated with dignity
- A physically and emotionally safe, inclusive, and healthy school environment
- Equitable access to a school counseling program that promotes academic, career, and social/emotional development and improves student outcomes for all
- Equitable access to School Counselors from all backgrounds and circumstances who can advocate and affirm students
- Information and support needed to enhance self-development
- Critical and timely information on how college/university, career and technical school, workforce, and military options impact educational decisions
- Privacy that is honored to the greatest extent possible



Characteristics

Is the student...

- A good listener?
- Respectful and non-judgmental?
- Good at establishing rapport with people?
- Confident in setting personal boundaries?
- Empathetic?



Career Expectations

Does the student...

- Want a career focused on relationship building?
- Want to have meaningful work?
- Want a job with a mix of desk work and face-to-face time?
- Want a career with job security?
- Want flexibility and work-life balance?



Experiences

Has the student...

- Had positive experiences helping others through challenges (for example, listening to and supporting a friend going through a hardship)?
- Been inspired by their own or family members' interactions with a Counselor or other mental health professional?
- Participated in a volunteer or service experience that sparked a passion for community involvement (for example, volunteering with Big Brothers Big Sisters and being inspired to ensure kids have environments that support their success)?



Encourage and validate students who are interested in psychology but may lack confidence. A diversity of experiences and backgrounds is needed within the field to best support and serve people.

Explore



Counseling Careers



The Explore phase connects students to information to help them decide which counseling careers are a good fit and meets their educational and career aspirations.

Students interested in psychology should review the printable Counseling Career Pathway Poster or the Counseling Career Pathway Infographic. The poster and infographic give an overview of:

- The different career opportunities along the counseling pathway, including the minimum education level employers require to be considered for a job opening
- The different points where students can enter and exit the counseling pathway and their trade-offs
- Average wages, expected job growth, and the kinds of activities students can expect to perform at each career level

Review the detailed career descriptions in [Appendix 1](#) and the certification options available through the Michigan Certification Board for Addiction Professionals (MCBAP) listed in [Appendix 2](#) for a deeper look into the counseling careers available at each education or training level. Students are also encouraged to visit federal and state career information tools like:

- O*NET (www.onetonline.org)
- CareerOneStop (www.careeronestop.org)
- My Next Move (www.mynextmove.org)
- Michigan Career Pathfinder (pathfinder.mitalent.org)

Work with your student to discuss their ultimate career goals and which careers in counseling appeal to them. Have students consider factors like:

- How much postsecondary education or training do they want or can commit to
- Their expectations around income
- What job duties across the pathway appeal to them the most

Note:

Career pathways are created using similar skills and pathways information provided by Lightcast. Each occupation is listed under the minimum education required for that profession. However, employers may request, or individuals may choose to earn, a more advanced educational level than what is shown here. Appendix 1 and Appendix 2 provide a complete list of occupations.



Lightcast gathers and integrates economic, labor market, demographic, education, profile, and job posting data from dozens of government and private-sector sources, creating a comprehensive and current dataset that includes both published data and detailed estimates with full United States coverage.

Counseling Career Pathway



High School

Enter the workforce and get experience with on-the-job training or with a postsecondary certificate as a Home Health and Personal Care Aide, Family Advocate, Direct Care Worker, Certified Nursing Assistant, Community Health Worker, Certified Peer Support Specialist, or Registered Behavior Technician.



Associate

Work as a Social and Human Services Assistant, Psychiatric Technician, or Youth Counselor, or make yourself more competitive for some entry-level positions with the completion of an associate degree.



Bachelor's

Earn a bachelor's degree in psychology, social work or education, and continue to a master's program; or enter the workforce as a limited licensed Social Worker or by completing the requirements to earn a Certified Alcohol & Drug Counselor credential through the Michigan Certification Board for Addiction Professionals, or a Board Certified Assistant Behavior Analyst credential through the Behavior Analyst Certification Board.



Master's

Earn a master's in counseling, specializing in addiction, clinical mental health, clinical rehabilitation, marriage, couples & families, career/vocations, rehabilitation or school counseling.

Individuals may choose to enter the workforce as a licensed or credentialed/endorsed Counselor; or continue to a doctoral program.



Doctoral

Earn a doctoral degree to enter the workforce as a College Counseling and Student Affairs Counselor or a Education and Supervision Counselor.



Decision Point

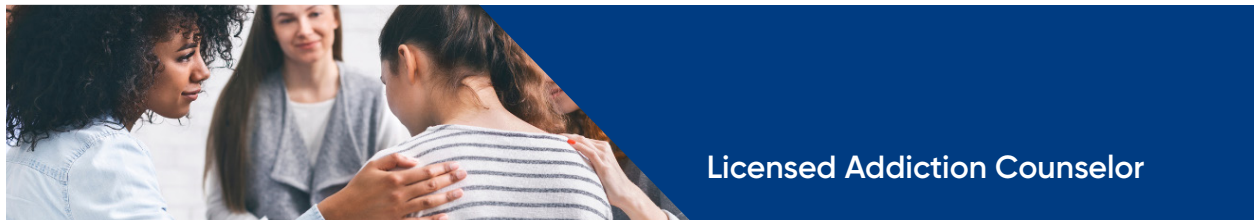
The master's degree level marks a decision point where students will decide which counseling specialty they would like to pursue. The counseling specialty students choose will determine whether they need a license or credential/endorsement and will determine the settings/environments they qualify to work in.

Choosing Between Clinical Counseling Specialties and School/Career Counseling Specialties

Once students have decided to pursue a career in counseling, the next step is to explore the different practice specialties. Help students compare the scopes of practice, pros and cons, and the different routes to careers within the clinical counseling specialties and the school/career counseling specialties.

Clinical Counseling Specialties

Students interested in helping clients through addiction, mental health, emotional, or situational challenges may choose to pursue careers as an Addiction Counselor, Clinical Mental Health Counselor, Clinical Rehabilitation Counselor, or a Marriage, Couple & Family Counselor. All these occupations work in a clinical setting or capacity to assess, diagnose, and treat various types of mental health or addiction concerns. However, each has its own specific focus and scope in which Counselors specialize. Distinguishing the differences between each specialty will help students understand which clinical counseling specialty appeals the most to them.



Licensed Addiction Counselor

What we do

Work with populations affected by drugs, alcohol, gambling, and other addictive disorders by focusing on patient treatment, prevention, recovery, and relapse prevention.

Where we work

- Private practice
- Community mental health agencies
- Hospitals



Clinical Mental Health Counselor

What we do

Work individuals or groups of people to diagnose, treat, and refer individuals affected by mental health and emotional disorders.

Where we work

- Private practice
- Hospitals
- Community mental health agencies



Clinical Rehabilitation Counselor

What we do

Work with individuals who have cognitive, physical, sensory, and other disabilities who also have mental health disorders to assess, diagnose, and provide treatment.

Where we work

- Private practice
- Public and private schools
- Community mental health agencies
- Hospitals



Marriage, Couple & Family Counselor

What we do

Work with individuals or groups of people within family units to navigate mental and emotional health, relationships, or communication issues.

Where we work

- Private practice
- Community mental health agencies
- Social service agencies

Education and Licensing Requirements

Other critical facets for students to understand are the length of schooling needed to become a clinically practicing Counselor and how to obtain licensure to practice in Michigan.

Addiction, Clinical Mental Health and Rehabilitation Counselors

While students can choose to earn a master's or doctoral degree in addiction, clinical mental health, or clinical rehabilitation counseling, this section focuses on the master's level because it is the minimum education required for licensure and the most common degree offered in those specialties.

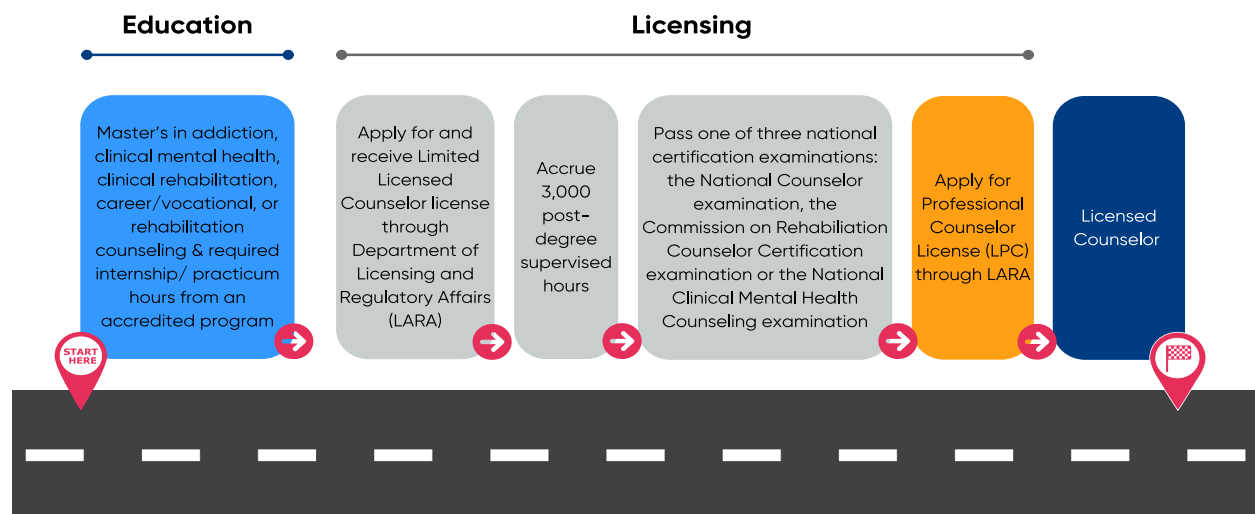
From earning a bachelor's to completing licensing requirements, it can take six to seven years to enter the workforce as a Licensed Addiction Counselor, Clinical Mental Health Counselor, or Clinical Rehabilitation Counselor. Students may reduce the time it takes to earn a graduate degree by earning their bachelor's degree in psychology, which may make them eligible for an accelerated counseling program. However, an undergraduate degree in psychology is not required for all counseling programs. Students should check with their postsecondary advisors and refer to their schools' admission pages for specific application requirements.



To practice in Michigan, Addiction Counselors, Clinical Mental Health Counselors, and Clinical Rehabilitation Counselors must hold a Professional Counselor License (LPC) through the Department of Licensing and Regulatory Affairs (LARA). The process of becoming an LPC begins with completing a graduate-level educational program accredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP)¹. Upon graduation, students must apply for a Limited Licensed Counselor license, which enables them to accrue the 3,000 hours of post-degree counseling experience under the

¹ Individuals who complete educational programs not accredited by the CACREP may still be eligible for licensure in Michigan, but must take additional steps within the licensure process to prove CACREP equivalency.

supervision of an LPC required for full licensure. Once they have accrued their required post-degree experience hours, students must pass one of three national certification exams: the National Counselor Examination available through the National Board for Certified Counselors, the Commission on Rehabilitation Counselor Certification (CRCC) Examination through the CRCC, or the National Clinical Mental Health Counseling Examination through the National Board for Certified Counselors. Students who fulfill these requirements are eligible to apply for licensure as an LPC.



Licensed vs. Certified Addiction Counselors

In practice, Licensed and Certified Addiction Counselors function and fulfill the same role; they provide patients with substance use disorders (SUD) recovery and relapse prevention services that are eligible for reimbursement through the Bureau of Community & Health Systems. However, the educational routes to becoming licensed or certified, as well as employer credential preference, are different.

Licensed Addiction Counselors are individuals who meet the state-licensure requirements for a Professional Counselor License (LPC) through LARA. These requirements include completing at least a master's-level counseling degree with a focus or major in addiction studies (or similar) and accruing 3,000 hours of post-degree supervised counseling experience hours.

In comparison, Certified Addiction Counselors are individuals who meet the certification requirements of the Michigan Certification Board for Addiction Professionals (MCBAP) to hold at least a Certified Alcohol & Drug Counselor (CADC) credential. A CADC credential is available to individuals with a background in psychology, counseling, or social work at any education level (high school diploma/GED through master's) so long as they meet the requirements set by MCBAP (mcbap.com/mcbap-certifications/). Consequently, Certified Addiction Counselors encompass a broader range of professionals with different educational backgrounds compared to Licensed Addiction Counselors.

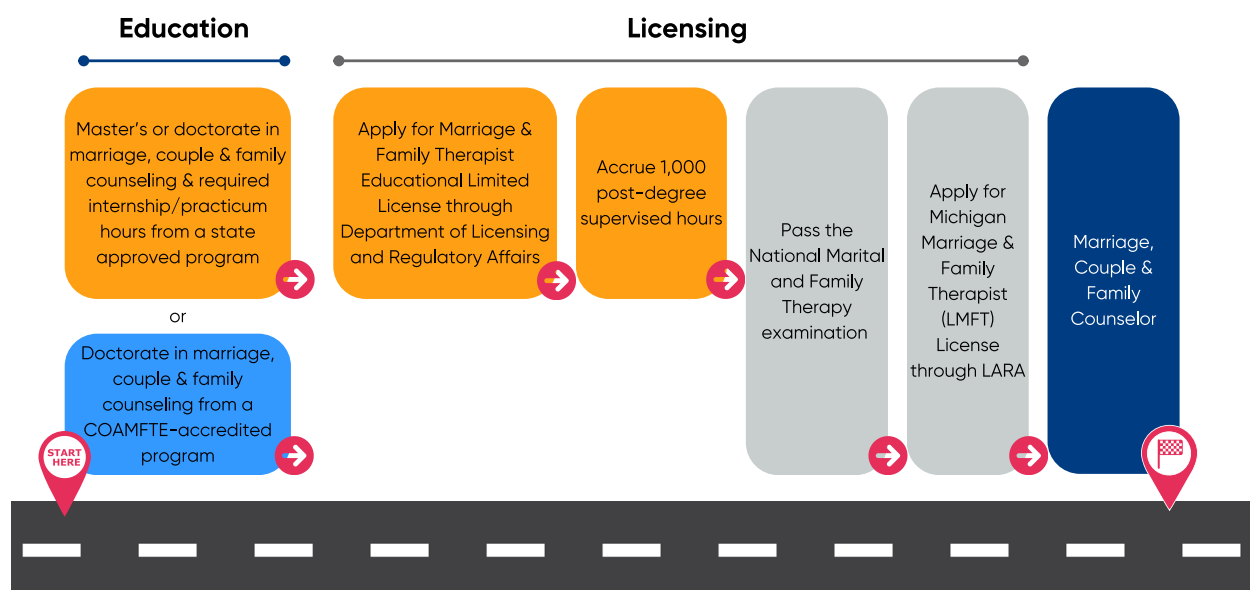
Michigan employers hire both Licensed and Certified Addiction Counselors; however, some employers prefer their employees to hold a CADC credential, proving that the individual has met specific education standards in SUD patient care and recovery. Therefore, Licensed Addiction Counselors may benefit from applying for and holding a CADC credential in addition to their state license. Students who are interested in earning an MCBAP certification on their way to or after becoming an LPC can find program opportunities on MCBAP's website: mcbap.com/degree-programs-in-michigan/.

Occupational information for the MCBAP certifications can be found in [Appendix 2](#).

Marriage, Couple & Family Counselors

Marriage, Couple & Family Counselors have unique educational and licensure requirements that are separate from other Counselors. Like other counseling specialties, the minimum educational requirement to practice as a Marriage, Couple & Family Counselor is a master's degree. The Michigan Department of Licensing and Regulatory Affairs (LARA) requires students to graduate from one of two accredited or approved program options to be eligible for licensure. First are programs accredited by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE). As of this document, the COAMFTE has only accredited one doctoral-level program in Michigan. The second type is a master's or doctoral program from a regionally accredited institution that meets the state marriage and family counseling standards outlined in the LARA Marriage and Family Therapy licensing guide. Therefore, depending on a program's accreditation or approval status, it can take students anywhere from six to eight years to work as a licensed Marriage, Couple & Family Counselor.

To practice in Michigan, individuals must earn a Marriage and Family Therapist (LMFT) license through LARA. If an individual earns a master's degree, the first step to earning licensure is applying for a Marriage and Family Therapist Educational Limited (LLMFT) license, which allows individuals to practice under the supervision of a LMFT counselor to accrue at least 1,000 hours of post-degree counseling experience. Students who complete a doctoral degree from a COAMFTE-accredited program are not required to accrue 1,000 hours of postgraduate experience. Once individuals have accrued their post-degree experience hours (if applicable), applicants must pass the National Marital and Family Therapy Examination through the Association of Marital and Family Therapy Regulatory Boards, making them eligible to apply for licensure as an LMFT.



School and Career Counseling Specialties

Students interested in supporting and helping K-12 students or the general public reach their career and personal goals may choose to pursue a career as a Career Counselor, Rehabilitation Counselor, or School Counselor. Each of these Counselors supports clients in reaching their vocational and personal goals, but do so in different ways and work with unique populations. Distinguishing the differences between each specialty will help students understand whether a career or school counseling career appeals to them.



Career Counselor

What we do

Work with the general public to support them in making career decisions and exploring possible career paths using a variety of inventories and assessments.

Where we work

- Private practice
- Career resource centers
- HR or onboarding departments



Rehabilitation Counselor

What we do

Work with individuals with disabilities and their support systems to help them achieve maximum levels of independence and integration in their personal, social, and career goals.

Where we work

- Rehabilitation facilities
- Hospitals
- Schools
- Government agencies



School Counselor

What we do

Work with K-12 students to help them achieve their academic, career, and social development goals through individual or group short-term counseling, classroom instruction, and consultations with families and teachers.

Where we work

- Public and private schools

Education and Licensing Requirements

Other critical facets for students to understand are the length of schooling needed to become a Career Counselor, Rehabilitation Counselor, or School Counselor and how to obtain licensure to practice in Michigan.

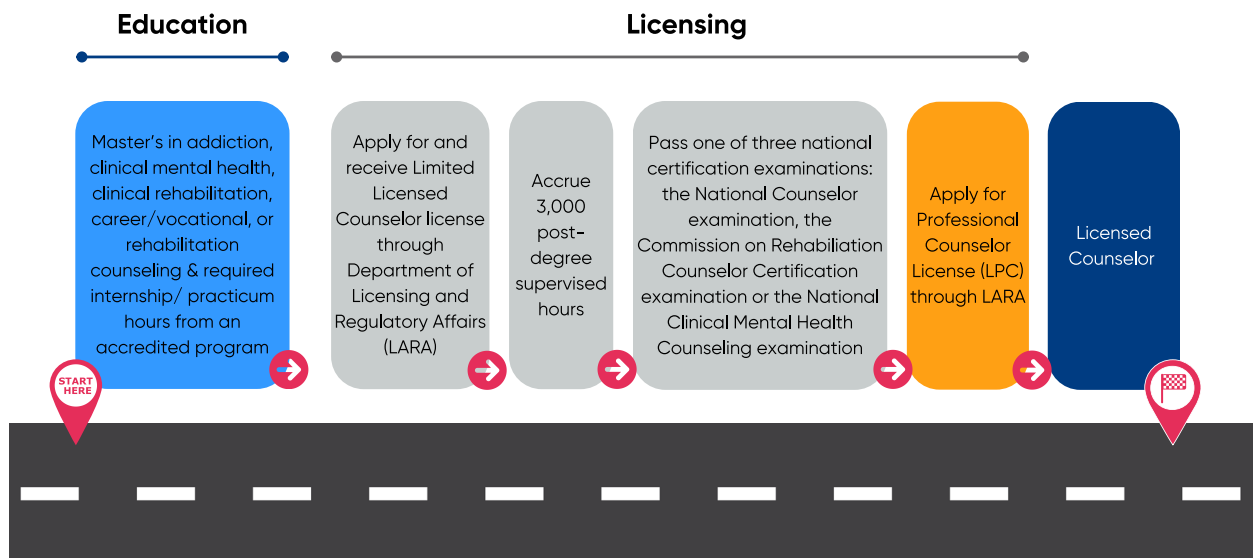
Career Counselors and Rehabilitation Counselors

Career Counselors and Rehabilitation Counselors must hold a Professional Counselor License (LPC) to practice in Michigan and follow the same steps from education to licensure as Addiction Counselors, Clinical Mental Health Counselors, and Clinical Rehabilitation Counselors.

The minimum educational requirement to become a Career Counselor or Rehabilitation Counselor is a master's degree, which can take students six to seven years to complete, from earning a bachelor's degree to completing licensure requirements. Students may reduce the time it takes to earn a graduate degree by earning their bachelor's degree in psychology, which may make them eligible for an accelerated counseling program. However, an undergraduate degree in psychology is not required for all counseling programs. Students should check with their postsecondary advisors and refer to their schools' admission pages for specific application requirements.

To practice in Michigan, Career Counselors and Rehabilitation Counselors must hold a Professional Counselor License (LPC) through the Department of Licensing and Regulatory Affairs (LARA). Becoming an LPC begins with completing a graduate-level educational program accredited by the Council for the Accreditation of Counseling and Related

Educational Programs (CACREP)². Upon graduation, students must apply for a Limited Licensed Counselor license, which enables them to accrue the 3,000 hours of post-degree counseling experience under the supervision of an LPC required for full licensure. Once they have accrued their required post-degree experience hours, students must pass one of three national certification exams: the National Counselor Examination available through the National Board for Certified Counselors, the Commission on Rehabilitation Counselor Certification (CRCC) Examination through the CRCC or the National Clinical Mental Health Counseling Examination through the National Board for Certified Counselors. Students who fulfill these requirements are eligible to apply for licensure as an LPC.



² Individuals who complete educational programs not accredited by the CACREP may still be eligible for licensure in Michigan, but must take additional steps within the licensure process to prove CACREP equivalency.

School Counselors

Unlike Career Counselors or Rehabilitation Counselors, School Counselors who work in Michigan schools are regulated and licensed through the Michigan Department of Education (MDE) instead of LARA. For in-state applicants, MDE offers two avenues to become a School Counselor in Michigan: completing a non-teaching school counseling advanced-degree program or holding a Michigan Teaching Certificate and completing a School Counselor endorsement (NT) advanced-degree program. The main differences between these paths are the discipline of their respective undergraduate degree (general or behavioral health-focused vs. education-focused) and the scope in which they work once employed by a school. Whereas School Counselors work in the sole capacity as Counselors, teachers with an NT endorsement can serve in a dual capacity as classroom educators and School Counselors. However, the educational attainment, post-degree training, and examination requirements are the same for traditional route and NT School Counselors.

School Counselors must complete a master's degree in school counseling through a program approved by MDE. Earning a master's in school counseling can take individuals six years to complete beginning with earning their undergraduate degree. While completing their education, students may be recommended for a Preliminary School Counselor License (PSCL) through MDE. A PSCL enables the holder to work as a School Counselor at a Michigan school while completing their education. This license is not eligible for renewal, meaning individuals must complete the requirements for full licensure and hold an unencumbered license by the end of the three-year PSCL term.

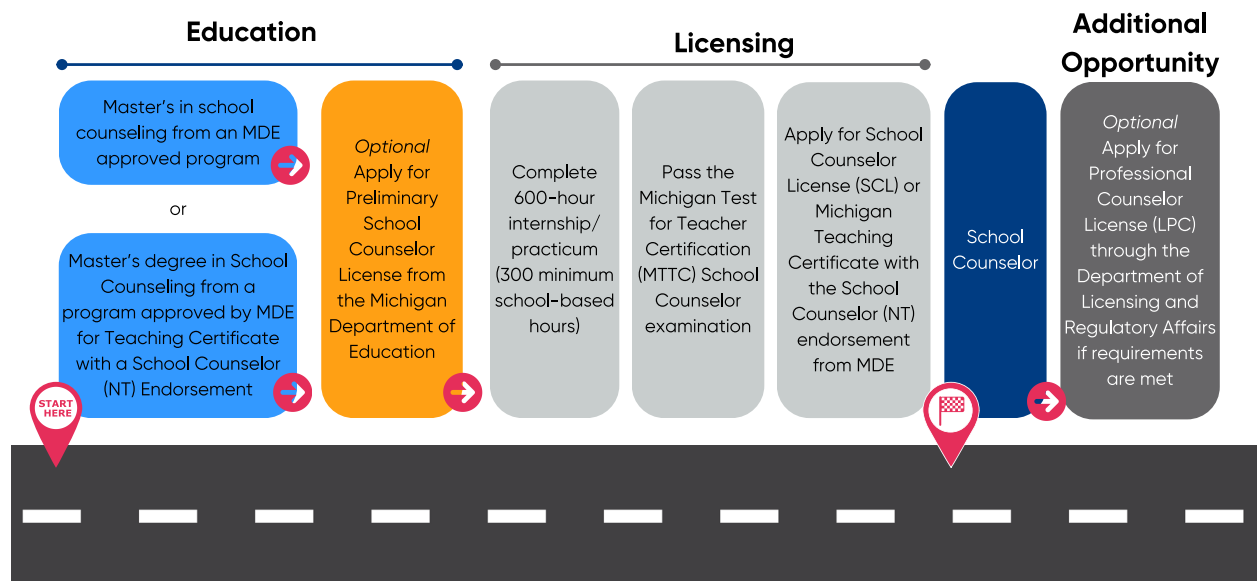


The map on [page 36](#) highlights current approved school counseling programs. Up-to-date information on state-approved school counseling and school counseling NT programs can be found on MDE's website at mdoe.state.mi.us/moecs/ProPrepProgramDetails.aspx?id=-4 or mdoe.state.mi.us/moecs/ProPrepProgramDetails.aspx?id=67, respectively.

To practice in Michigan, School Counselor applicants must hold a School Counselor License (SCL), and educators must hold an NT endorsement. To apply for these licenses, individuals must complete a supervised post-graduation internship of at least 600 hours with at least 300 hours in a school setting and pass the Michigan Test for Teacher Certification (MTTC) School Counselor exam.

Note:

In addition to preparing graduates to meet the requirements for a School Counselor License (SCL) or NT Endorsement through MDE, many school counseling or master's programs also enable graduates to meet the requirements of an LLPC or LPC license through LARA. However, to work in a school setting as a School Counselor, individuals must hold an active license through MDE as a SCL or as an educator with an NT endorsement. LLPC or LPC licenses do not enable students to work in a school setting as a School Counselor.



School Counselors vs. Career Navigators or College Advisors

Intermediate school districts (ISDs) and regional educational service agencies (RESAs) employ a variety of professionals who support student career exploration, including School Counselors and Career Navigators/College Advisors. Because their roles can be conflated, it's important to highlight the differences between School Counselors and other career guidance professionals.

School Counselors are master's-trained individuals with specific training to support K-12 students in academic, career, and social/emotional development. They meet MDE's specific education and practicum-hour requirements to hold a School Counselor credential needed to practice in Michigan schools.

In comparison, Career Navigators or other non-counselor career/college advising professionals are typically bachelor's-educated individuals who have the educational or the professional experience that employers require to provide career and college counseling services. These individuals work in conjunction with and assist the work of credentialed School Counselors in providing career and college guidance to K-12 students. Individuals may choose to pursue employment as a Career Navigator on their way to earning a master's-degree in school counseling.

Other Counseling Specialties

The Council for Accreditation of Counseling and Related Educational Programs (CACREP) also recognizes the counseling specialties of 'college counseling and student affairs'; and 'counselor education and supervision.' These specialties help postsecondary-level populations in achieve success during their post-secondary training and future careers.

Students interested in learning more about these specialties can visit www.cacrep.org/counseling-specialties/ or [Appendix 1](#) for detailed occupation data.



"Counseling Careers"

Similar to the word therapy, "counseling" refers to the process of providing treatment by listening and providing guidance or assistance to help individuals. Because "counseling" has a broad definition, individuals can use the term to describe their services even if they are not trained, licensed Counselors. For example, clergy members can provide spiritual counseling to individuals or families in their congregations. However, they may not have completed accredited counseling education or hold an LPC designation. While clients may find the counseling services provided by clergy or other individuals helpful, it's important to note these counseling services are not reimbursable through insurance. Only counseling services provided by a licensed Counselor, Psychologist, Social Worker, or other mental health professional can be reimbursed through insurance.

Decide



Training & Education



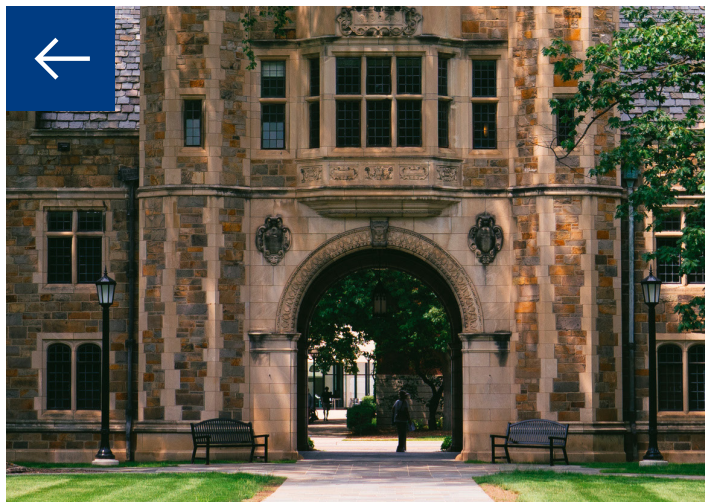
The Decide phase is the beginning of the student's career journey in the counseling field. This phase covers the educational planning that sets students up for success.

While not covered in this document, financial aid is an important in a student's decision to pursue postsecondary education. Students can access many grants, scholarships, and loan repayment programs to make postsecondary education more attainable. Career Navigators can refer to the Decide section in the [Social Work Career Navigator Guide](#) for more information about financial aid opportunities. Students can also visit the following websites:

- Free Application for Federal Student Aid (FAFSA) studentaid.gov/h/apply-for-aid/fafsa
- MI Student Aid www.michigan.gov/mistudentaid/programs
- American Opportunity Tax Credit www.irs.gov/credits-deductions/individuals/aotc
- Public Service Loan Forgiveness <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

Deciding on a Postsecondary Training Institute

Depending on your student's personal and professional goals within the counseling career pathway, there are several factors to have them consider when picking which postsecondary school they would like to attend and what program they would like to complete, including accreditation or state-approvals and undergraduate discipline requirements.



Accredited Counseling Programs

In Michigan, students have the opportunity to choose from a variety of counseling specialties at the master's and doctoral levels. Depending on the specialty, students may need to earn or hold one or more of the following Michigan licenses or certifications:

LARA Licenses

- Limited Professional Counselor License (LLPC)
- Professional Counselor License (LPC)
- Limited Marriage & Family Therapist (LLMFT)
- Marriage & Family Therapist (LMFT)

MDE Certifications

- School Counselor License (SCL)
- Michigan Teaching Certificate with a School Counselor (NT) endorsement
- Preliminary School Counselor License (PSCL)
- Temporary School Counselor License (out-of-state applicants only)

To be eligible for licensure or certification, both LARA and MDE require that students graduate from an accredited or state-approved program. Have students review the information about accreditation to ensure they plan to attend licensure-eligible programs.

LARA-Licensed Counselors | LLPC or LPC

To hold an LLPC or an LPC license, LARA requires that students graduate from a program accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP)³. CACREP accredits the following specialty counseling programs:

- Addiction Counseling
- Career Counseling
- Clinical Mental Health Counseling
- Clinical Rehabilitation Counseling
- Marriage, Couple, and & Family Counseling
- Rehabilitation Counseling
- School Counseling⁴
- College Counseling and Student Affairs
- Counselor Education and Supervision

The map on [page 36](#) and [Appendix 3](#) highlights the current (2025) accredited programs. For the most up-to-date information students can visit www.cacrep.org/directory/.

LARA-Licensed Counselors | LLMFT or LMFT

To hold an LLMFT or an LMFT license, LARA requires students to graduate from a program accredited by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE) or complete a master's or doctoral-level program from a regionally accredited institution that meets the state standards for marriage and family counseling education as outlined in the Marriage & Family Therapy licensing guide (www.michigan.gov/lara/bureau-list/bpl/health/hp-lic-health-prof/marriage).

As of the release of this document (2025), the COAMFTE accredits only one doctoral-level program in Michigan. The map on [page 36](#) and [Appendix 3](#) highlights the current (2025) accredited program. However, for the most up-to-date information on program accreditation, students can visit www.coamfte.org/COAMFTE/Directory_of_Accredited_Programs/MFT_Training_Programs.aspx. Students who complete a marriage, couple & family counseling program not accredited by COAMFTE may still be eligible for a Marriage & Family Therapy license. These student should work with their postsecondary advisors to ensure they meet state requirements.

³ Individuals who complete educational programs not accredited by the CAREP may still be eligible for licensure in Michigan, but must take additional steps within the licensure process to prove CACREP equivalency.

⁴ Michigan requires that School Counselors graduate from a state-approved program. State approval is not dependent on CACREP accreditation.

MDE-Licensed School Counselors | PSCL, SCL or NT Endorsement

To hold a PSCL, SCL, or NT endorsement, MDE requires that students graduate from a state-approved educator preparation institute. The map on [page 36](#) and [Appendix 3](#), highlights the current (2025) state-approved programs for PSCL, SCL, or NT endorsement. However, for the most up-to-date information on program approval, students can visit:

- SCL-Approved Programs: mdoe.state.mi.us/moecs/ProPrepProgramDetails.aspx?id=-4
- NT Endorsement Approved Programs: mdoe.state.mi.us/moecs/ProPrepProgramDetails.aspx?id=67
- PSCL-Approved Programs:
 - mdoe.state.mi.us/moecs/ProPrepProgramDetails.aspx?id=-4
 - mdoe.state.mi.us/moecs/ProPrepProgramDetails.aspx?id=67



Graduate Program Admissions | Undergraduate Study Requirements

Some graduate counseling programs may require individuals to earn a specific or pertinent undergraduate degree or have completed certain prerequisite courses. As Michigan doesn't have a bachelor's counseling program, students may benefit from or be required by a graduate program to earn a bachelor's degree in psychology or social work. These disciplines provide vital baseline knowledge and experiences within the behavioral health field.

Students interested in pursuing a bachelor's degree in psychology or social work may be able to take advantage of MiTransfer Network's Psychology or Social Work Pathways to earn their bachelor's degree at a reduced cost. Individuals should check the requirements of their schools of choice or talk to a postsecondary advisor for up-to-date admissions information.

MiTransfer Network and Behavioral Health Pathways

Through the MiTransfer Network, students have the opportunity to work towards their bachelor's degree at an in-district community college while paying reduced tuition fees. Additionally, students who use the MiTransfer Psychology Pathway or Social Work Pathway can transfer additional relevant course credits on their way to a bachelor's degree.

Transferable Psychology Courses

The following courses are accepted and applied to a bachelor-level psychology program by all four-year institutions participating in MiTransfer Network:

- Introduction to Psychology
- Abnormal Psychology
- Developmental Psychology
- Social Psychology

Transferable Social Work Courses

The following courses are accepted and applied to a bachelor-level social work program by all four-year institutions participating in MiTransfer Network:

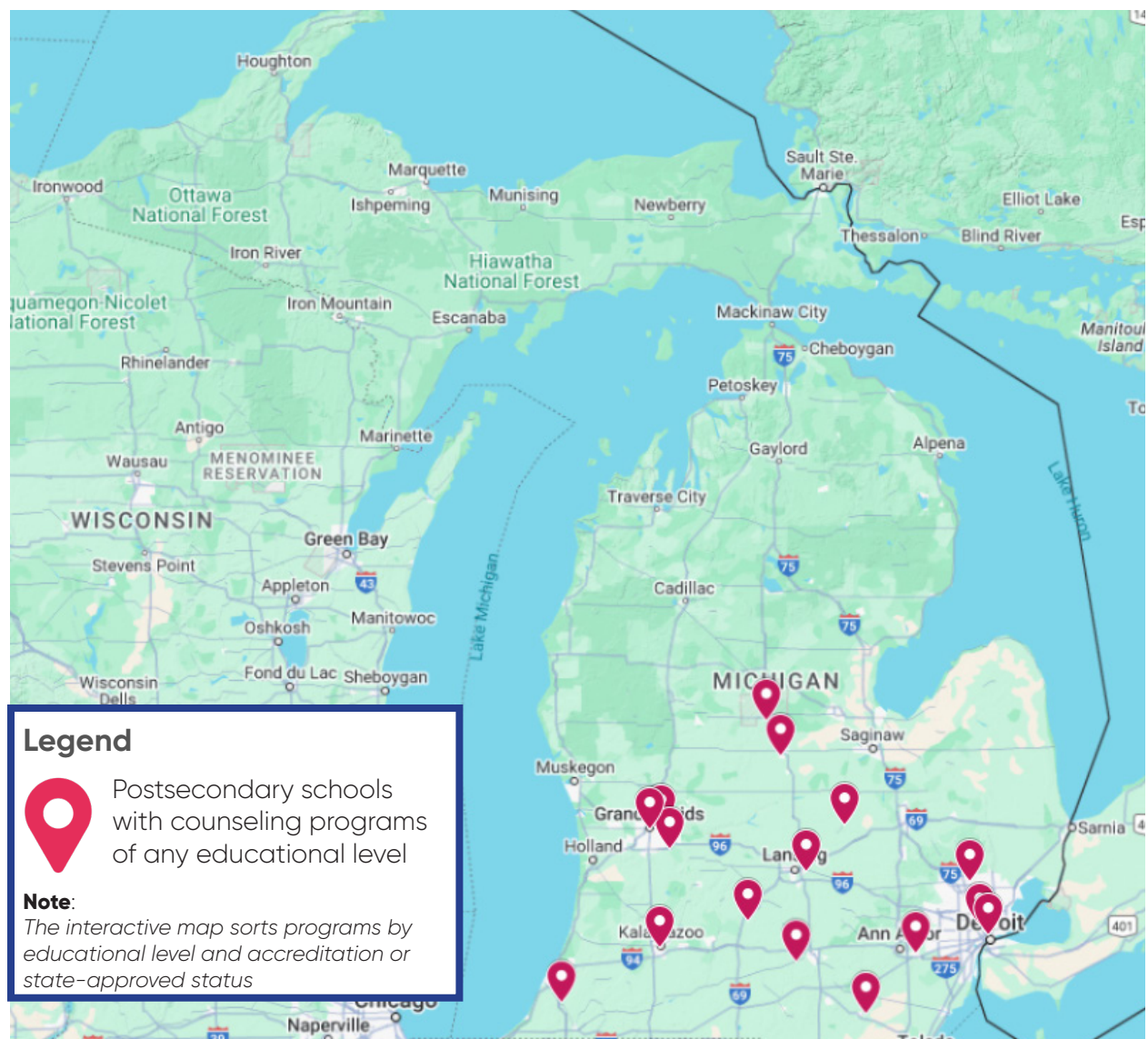
- Human Biology
- Introduction to Psychology
- Introduction to Social Work
- Introduction to Sociology

Note:

In addition to the credits a student can transfer from the Psychology and Social Work Pathways and the MiTransfer Agreement 30 general credits, some four-year institutions also accept additional courses from community colleges toward a bachelor's degree. Students should check with their community colleges and four-year schools of choice for additional transferable credits.

Michigan Counseling Programs

[Click here](#) or visit <https://bit.ly/4idugDc> for an interactive version of the map. A full list of schools with counseling programs can be found in [Appendix 3](#).





Take Action on the Career Path



The Go phase is the final step of the counseling career pathway. This step covers the actions students can take to further explore psychology careers, make informed career decisions, or help prepare and boost their readiness for the workplace or postsecondary education.



Undecided Students

For students who are unsure if a career is right for them or those deciding between multiple occupations and pathways, it can be helpful to understand what a typical day looks like for their top careers. Encourage students to participate in experiences that allow them to explore and test out career paths, such as:

- Volunteering
- Job shadowing
- Internships
- Clubs or after-school/summer programming
- Mentorship programs

Students should participate in these activities with open minds; even if they decide that a career is not for them, they are one step closer to finding the right fit.

Helping Students Prepare for the Workforce or Postsecondary Education

Enrichment & Extracurricular Engagement

For students who have made decisions about their career path trajectory, it is still helpful for them to participate in volunteering, job shadowing, internships, mentoring programs, or any other type of activity that:

- Connects them with current professionals
- Helps them gain real-life or work experience
- Builds their professional networks
- Keeps them up-to-date on advocacy and current issues within the counseling field
- Helps them find, access, and navigate professional opportunities
- Builds the soft skills they need to interact appropriately with clinicians in a professional setting



Career Readiness & Professional Skill-Building

Career Navigators should connect students who plan to enter the workforce directly out of high school with resources that build life and work readiness skills. Below are some opportunities students can use to prepare themselves for the workforce:

- **Michigan Works! agencies:** Many Michigan Works! agencies across the state offer youth programs that include academic support services, hard and soft skills training, and career exploration activities.
- **Michigan Department of Labor and Economic Opportunity (LEO):**
 - LEO connects job seekers with free courses through The Open University (www.open.edu/openlearn/google) which enhances an individual's soft skills.
 - LEO Career Events (jobs.mitalent.org/CareerEvent.aspx?e=Start) offer virtual career fairs and webinar training on a variety of career topics.
- **Online resume, cover letter, and interview resources such as:**
 - University of Michigan resume resources (careercenter.umich.edu/article/resume-resources)
 - University of Michigan interview resources (careercenter.umich.edu/content/interviewing-resources)
 - Harvard Extension school resume and cover letter (cdn-careerservices.fas.harvard.edu/wp-content/uploads/sites/161/2024/10/2024-HES_resume-and-letter.pdf)
 - Indeed Resume Templates (www.indeed.com/career-advice/resume-samples)
- **Local career fairs:** Some health systems and hospitals offer career fair events where students can talk to the employer about potential job openings and learn more about the organization. Need help identifying your local health system? Visit the Michigan Health & Hospital Association's website (www.mha.org/about/our-hospitals/michigan-hospitals-by-health-system/) for a full list of hospitals and health systems in Michigan.

Note:

While it is ultimately up to the students to pursue and perform these actions, Career Navigators play an essential role in facilitating connections, liaising between, and providing a sounding board for students and the professional world. Check out the [Social Work Pathway Guide](#) for more information on how to support students in finding, accessing, and navigating extracurricular and enrichment activities.

Appendix 1 | Occupations by Education Level

Updated as of 08/02/2024

Wages are sourced from Lightcast. Occupations with a double asterisk (**) show wage information from Job Postings Analysis, or advertised wages from job postings over the January 2024 to December 2024 time period, given their specificity as an occupation or job title without specific wage information from the Bureau of Labor Statistics (BLS). Occupations without an asterisk show wage information from BLS Occupational Employment and Wage Statistics (OEWS), which includes wage estimates for approximately 830 occupations based on a survey of employers.

Occupations by Education Level					
Entry-Level Careers					
Career Title	Minimum Education Required	Median Wage	Expected Growth 2024-2034	Work Activities	Employers/Places of Work
Home Health and Personal Care Aide	<ul style="list-style-type: none"> High school diploma or GED On-the-job training 	\$14.78/hr	18%	<ul style="list-style-type: none"> Assists clients with activities of daily living (dressing, eating, etc.) Provides emotional support and companionship to the client Administers basic health care or medical treatments 	<ul style="list-style-type: none"> Home health agencies Private homes Hospice care clinics
Family Advocate	<ul style="list-style-type: none"> High school diploma or GED Entry-level certificate may be required by some employers 	\$15.45/hr	18%	<ul style="list-style-type: none"> Supports clients in identifying and accessing resources and activities for the family to participate in Provides community outreach and education Maintains client records Acts as liaison between family clients and services 	<ul style="list-style-type: none"> Intermediate School Districts or Regional Education Service Agencies Nonprofit agencies Hospice care clinics Local or state human service agencies

* ≤ 25% of postings had salary observations

Occupations by Education Level					
Entry-Level Careers					
<i>Career Title</i>	<i>Minimum Education Required</i>	<i>Median Wage</i>	<i>Expected Growth 2024-2034</i>	<i>Work Activities</i>	<i>Employers/Places of Work</i>
Direct Care Worker**	<ul style="list-style-type: none"> High school diploma or GED Entry-level certificate may be required by some employers 	\$15.45/hr	19%	<ul style="list-style-type: none"> Helps clients with activities of daily living (dressing, eating, etc.) Administers basic health care or medical treatments Documents clients' health or progress 	<ul style="list-style-type: none"> Skilled nursing facilities Hospitals Private homes Assisted living facilities Private and public schools
Certified Nursing Assistant	<ul style="list-style-type: none"> Entry-level certificate 	\$18.22/hr	19%	<ul style="list-style-type: none"> Provides basic nursing care Helps patients take medications Answers patient call signals to determine patients' needs Helps patients with daily living tasks 	<ul style="list-style-type: none"> Hospitals Skilled nursing facilities Assisted living facilities
Community Health Worker	<ul style="list-style-type: none"> High school diploma or GED Entry-level certificate may be required by some employers 	\$22.08/hr	19%	<ul style="list-style-type: none"> Maintains client records Provides culturally appropriate health information and education Advocates for individual and community health needs 	<ul style="list-style-type: none"> Local or state public health departments Hospitals Community-based organizations

* ≤ 25% of postings had salary observations

Occupations by Education Level					
Entry-Level Careers					
Career Title	Minimum Education Required	Median Wage	Expected Growth 2024-2034	Work Activities	Employers/Places of Work
Certified Peer Support Specialist**	<ul style="list-style-type: none"> High school diploma or GED Entry-level certificate 	\$22.46/hr	19%	<ul style="list-style-type: none"> Helps patients develop and implement recovery plans Links patients to community resources and formal/informal supports Educates patients about whole health and self-management of chronic conditions 	<ul style="list-style-type: none"> Community mental health agencies Local or state human service agencies Healthcare offices
Registered Behavior Technician**	<ul style="list-style-type: none"> Entry-level certificate 	\$17.97/hr	9%	<ul style="list-style-type: none"> Delivers behavioral interventions to individuals with autism spectrum disorder or other disabilities Collects data on client progress Communicates and coordinates with caregivers 	<ul style="list-style-type: none"> Private homes Private or public schools Applied Behavior Analysis outpatient clinics Community mental health agencies
Psychiatric Aide	<ul style="list-style-type: none"> High school diploma or GED 	\$17.90/hr	6%	<ul style="list-style-type: none"> Works with a healthcare team including Psychiatrists, Psychologists, and Social Workers to care for patients Provides emotional support and encouragement for clients Monitors and checks on patients and keeps records for the healthcare team 	<ul style="list-style-type: none"> Hospitals Assisted living facilities Community mental health agencies Inpatient mental health facilities

* ≤ 25% of postings had salary observations

Occupations by Education Level					
Associate-Level Careers					
Career Title	Minimum Education Required	Median Wage	Expected Growth 2024-2034	Work Activities	Employers/Places of Work
Social Services Technician	<ul style="list-style-type: none"> Associate degree or postsecondary certificate 	\$17.43/hr	12%	<ul style="list-style-type: none"> Meets with clients to determine what community resources and supports they qualify for Acts as a liaison to support families in accessing community supports, aid, and benefits Assists Social Workers and other health professionals in developing, organizing, and delivering programs 	<ul style="list-style-type: none"> Hospitals Shelters Community mental health agencies Assisted living facilities Local or state public health departments
Psychiatric Technician	<ul style="list-style-type: none"> Postsecondary certificate Short-term on-the-job training 	\$21.80/hr	9%	<ul style="list-style-type: none"> Collaborates in the planning and development of client care programs Encourages patients to participate in social, recreational, or therapeutic activities Documents client progress Participates in safety management and crisis intervention 	<ul style="list-style-type: none"> Inpatient mental health facilities Community mental health agencies Hospitals
Youth Counselor**	<ul style="list-style-type: none"> Postsecondary certificate Short-term on-the-job training 	\$20.00/hr	6%	<ul style="list-style-type: none"> Teaches, coaches, and supervises students during programs or services Supports the delivery of after-school family activities Provides care and supervision to youth in a developmental and culturally appropriate way 	<ul style="list-style-type: none"> Nonprofit or community-based organizations Local or state-provided programs and services Community mental health agencies

* ≤ 25% of postings had salary observations

Occupations by Education Level					
Bachelor-Level Careers					
Career Title	Minimum Education Required	Median Wage	Expected Growth 2024–2034	Work Activities	Employers/Places of Work
Certified Alcohol & Drug Counselor**	<ul style="list-style-type: none"> High school diploma or GED (bachelor's degree or higher preferred by employers) MCBAP certification requirements met 	\$25.97/hr*	19%	<ul style="list-style-type: none"> Assesses and performs patient intakes Provides substance use disorder counseling treatments to patients Facilitates individual and group counseling sessions Collaborates with other providers and professionals (e.g., mental health providers, criminal justice agencies, or employers) 	<ul style="list-style-type: none"> Community mental health agencies Inpatient mental health facilities Hospitals Criminal justice facilities
Board Certified Assistant Behavior Analyst**	<ul style="list-style-type: none"> Bachelor's degree Supervised fieldwork 	\$23.00/hr	20%	<ul style="list-style-type: none"> Provides behavior analytic services to clients Assists with client behavior assessments Assists in developing treatment and intervention programs 	<ul style="list-style-type: none"> Private and public schools Behavior analysis outpatient clinics Residential programs
Licensed Bachelor Social Worker	<ul style="list-style-type: none"> Bachelor's degree Internship/practicum placement 	\$25.48/hr	8%	<ul style="list-style-type: none"> Provides case management for individuals, families, or couples Refers clients to the appropriate providers and resources Collaborates with other mental health professionals to develop care plans 	<ul style="list-style-type: none"> Private and public schools Private practice Community mental health agencies Inpatient mental health facilities Hospitals

* ≤ 25% of postings had salary observations

Occupations by Education Level					
Bachelor-Level Careers					
<i>Career Title</i>	<i>Minimum Education Required</i>	<i>Median Wage</i>	<i>Expected Growth 2024-2034</i>	<i>Work Activities</i>	<i>Employers/Places of Work</i>
School Career Navigator/ College Advisor	<ul style="list-style-type: none"> Bachelor's degree Industry recognized certificate may be required 	\$21.05/hr	2%	<ul style="list-style-type: none"> Supports School Counselors in providing career and college exploration and guidance to K-12 students Works with students to decide programs of study, classes, and building schedules in collaboration with School Counselors 	<ul style="list-style-type: none"> Private and public schools
Career Navigator	<ul style="list-style-type: none"> Bachelor's degree Industry recognized certificate may be required 	\$21.05/hr	2%	<ul style="list-style-type: none"> Supports clients in exploring, finding and preparing for jobs Collaborates with state and local agencies to support individuals with complex needs or barriers Conducts client intakes and determines eligibility for government programs 	<ul style="list-style-type: none"> Employment agencies Nonprofit agencies

Occupations by Education Level					
Master's-Level Careers					
<i>Career Title</i>	<i>Minimum Education Required</i>	<i>Annual Median Wage</i>	<i>Expected Growth 2024-2034</i>	<i>Work Activities</i>	<i>Employers/Places of Work</i>
Board Certified Behavior Analyst**	<ul style="list-style-type: none"> Master's degree or equivalent Supervised fieldwork 	\$85,200.00	20%	<ul style="list-style-type: none"> Provides behavior analytic services to clients Conducts client behavior assessments Develops behavior intervention plans and programs 	<ul style="list-style-type: none"> Private and public schools Behavior analytic outpatient clinics Residential programs

* ≤ 25% of postings had salary observations

Occupations by Education Level					
Master's-Level Careers					
Career Title	Minimum Education Required	Annual Median Wage	Expected Growth 2024-2034	Work Activities	Employers/Places of Work
Licensed Addiction Counselor	<ul style="list-style-type: none"> Master's degree Internship/practicum placement <p><i>Note: some employers may require a CADC credential through MCBAP to be eligible for employment</i></p>	\$60,200.00	16%	<ul style="list-style-type: none"> Provides addiction counseling services to individuals affected by alcohol, drugs, gambling, and other addiction disorders Works with individuals to create recovery and relapse prevention plans Educates patients' families and support circles on strategies to support the patient through recovery 	<ul style="list-style-type: none"> Community mental health agencies Inpatient mental health facilities Substance use treatment/rehabilitation centers Hospitals Criminal justice facilities Private practice
Clinical Mental Health Counselor	<ul style="list-style-type: none"> Master's degree Internship/practicum placement 	\$76,000.00	16%	<ul style="list-style-type: none"> Assesses, diagnoses, and treats individuals with mental or emotional disorders Promotes mental health and wellness through preventative techniques Collaborates with other mental and behavioral health professionals, referring patients if needed 	<ul style="list-style-type: none"> Community mental health agencies Inpatient mental health facilities Hospitals Private practice
Rehabilitation Counselor	<ul style="list-style-type: none"> Master's degree Internship/practicum placement 	\$84,700.00	1%	<ul style="list-style-type: none"> Conducts biopsychosocial assessments of clients Develops plans for gaining employment Works with employers to create adaptive workplaces 	<ul style="list-style-type: none"> Substance use treatment/rehabilitation centers Assisted living facilities Youth guidance organizations Private and public schools Criminal justice facilities

* ≤ 25% of postings had salary observations

Occupations by Education Level					
Master's-Level Careers					
Career Title	Minimum Education Required	Annual Median Wage	Expected Growth 2024-2034	Work Activities	Employers/Places of Work
Clinical Rehabilitation Counselor	<ul style="list-style-type: none"> Master's degree Internship/practicum placement 	\$61,100.00	1%	<ul style="list-style-type: none"> Assesses, diagnoses, and treats mental health challenges for patients with physical, sensory, psychiatric, and other disabilities Works with individuals with physical, mental, or social disabilities to achieve their maximum independence and community participation Teaches skills like coping, self-management, and problem-solving related to the individual's disability 	<ul style="list-style-type: none"> Private and public schools Community mental health agencies Inpatient mental health facilities Hospitals Substance use treatment/rehabilitation centers Private practice
Marriage, Couple & Family Counselor (Marriage & Family Therapist)	<ul style="list-style-type: none"> Master's degree Internship/practicum placement 	\$50,680.46	21%	<ul style="list-style-type: none"> Assesses and diagnoses psychological issues within a holistic view of families Treats severe challenges that affect marriages and families, including substance abuse, addiction, or domestic violence Conducts individual or group counseling sessions 	<ul style="list-style-type: none"> Private practice Community mental health agencies Inpatient mental health facilities Local or state human service agencies

* ≤ 25% of postings had salary observations

Occupations by Education Level					
Master's-Level Careers					
<i>Career Title</i>	<i>Minimum Education Required</i>	<i>Annual Median Wage</i>	<i>Expected Growth 2024-2034</i>	<i>Work Activities</i>	<i>Employers/Places of Work</i>
School Counselor	<ul style="list-style-type: none"> • Master's degree • Internship/practicum placement 	\$57,300.00	2%	<ul style="list-style-type: none"> • Works with K-12 students and their families to implement academic achievement strategies • Provides short-term individual or group counseling • Guides and supports K-12 students in exploring, preparing, and planning for postsecondary education, military service, or the workforce 	<ul style="list-style-type: none"> • Public or private schools
Career Counselor	<ul style="list-style-type: none"> • Master's degree • Internship/practicum placement 	\$58,649.31	2%	<ul style="list-style-type: none"> • Uses skills assessments or other inventories to help clients make career decisions • Assists clients in investigating career options and navigating the job market • Develops plans with clients for gaining employment, including skill-building or training 	<ul style="list-style-type: none"> • Private or public schools • Postsecondary institutions • Employment agencies

* ≤ 25% of postings had salary observations

Occupations by Education Level					
Doctoral-Level Careers					
<i>Career Title</i>	<i>Minimum Education Required</i>	<i>Annual Median Wage</i>	<i>Expected Growth 2024-2034</i>	<i>Work Activities</i>	<i>Employers/Places of Work</i>
College and Student Affairs Counselor	<ul style="list-style-type: none"> • Doctoral degree • Internship/practicum placement 	\$103,247.59	-1%	<ul style="list-style-type: none"> • Manages postsecondary student unions • Coordinates student leadership activities or orientation programs • Provides counseling or career services 	<ul style="list-style-type: none"> • Postsecondary institutions
Education and Supervision Counselor	<ul style="list-style-type: none"> • Doctoral degree • Internship/practicum placement 	\$103,247.59	-1%	<ul style="list-style-type: none"> • Supervises counseling graduates as they prepare to become licensed practitioners 	<ul style="list-style-type: none"> • Postsecondary institutions • Clinical settings (any setting where a master's-level counselor can accrue practicum training)

* ≤ 25% of postings had salary observations

Appendix 2 | Michigan Certification Board for Addiction Professionals (MCBAP Certification)

The Michigan Certification Board for Addiction Professionals (MCBAP) is the board that oversees Michigan professionals who specialize in addiction and substance abuse services and supports. MCBAP offers several certificates that can be standalone credentials or stacked onto other degrees or certificates. Individuals from entry-level to master's-trained are eligible to work towards several certifications, which increases their earning potential.

For a full list of the certifications and credentialing requirements, check out MCBAP's Credential Requirements document (mcbap.com/wp-content/uploads/2023/12/Credential-Requirements-2023-11-16-Final.pdf) or visit mcbap.com/.

MCBAP Certifications					
<i>Certification Title</i>	<i>Minimum Education Required</i>	<i>Median Wage*</i>	<i>Expected Growth 2024-2034</i>	<i>Work Activities</i>	<i>Employers/Places of Work</i>
Certified Peer Recovery Mentor/Coach	<ul style="list-style-type: none"> High school diploma or GED 	\$16.18/hr	13%	<ul style="list-style-type: none"> Works with patients to identify wellness and recovery goals Educates patients on the values and principles of the Recovery Model Empowers patients to maintain their recovery plans 	<ul style="list-style-type: none"> Community mental health agencies Substance use treatment/rehabilitation centers
Certified Prevention Specialist	<ul style="list-style-type: none"> High school diploma or GED 	\$21.60/hr	19%	<ul style="list-style-type: none"> Works with patients to maintain their recovery plans Works at a policy and environmental level to prevent and reduce conditions that place individuals at an increased risk for developing substance use disorders Provides education about drug-and alcohol-free lifestyles to at-risk youth 	<ul style="list-style-type: none"> Hospitals Private and public schools Local or state human service agencies Community mental health agencies

MCBAP Certifications					
<i>Certification Title</i>	<i>Minimum Education Required</i>	<i>Median Wage*</i>	<i>Expected Growth 2024-2034</i>	<i>Work Activities</i>	<i>Employers/Places of Work</i>
Certified Prevention Consultant	<ul style="list-style-type: none"> High school diploma or GED 	\$21.60/hr	19%	<ul style="list-style-type: none"> Designs and supervise programming that develops healthy behaviors preventing substance use disorder Provides education about drug- and alcohol-free lifestyles 	<ul style="list-style-type: none"> Hospitals Private and public schools Local or state human service agencies Community mental health agencies
Certified Alcohol & Drug Counselor	<ul style="list-style-type: none"> High school diploma or GED 	\$25.97/hr	19%	<ul style="list-style-type: none"> Oversees substance use disorder prevention classes Matches patients with community resources Advocates for patients Develops recovery plans with patients and families 	<ul style="list-style-type: none"> Substance use treatment/ rehabilitation centers Hospitals Criminal justice facilities Community mental health agencies
Certified Advanced Alcohol & Drug Counselor	<ul style="list-style-type: none"> Master's degree 	\$30.77/hr	19%	<ul style="list-style-type: none"> Treat patients with substance use disorder and co-occurring mental health disorders Assess patients' progress through treatment plans Provide education to patients and their families about substance use disorder, their symptoms and the strategies that sustain recovery and healthy relationships 	<ul style="list-style-type: none"> Substance use treatment/ rehabilitation centers Hospitals Criminal justice facilities Community mental health agencies
<p>*Median wage is the median of all job postings regardless of educational level</p> <p>Note: Wages are sourced from Lightcast's Job Postings Analysis, or advertised wages from job postings over the January 2024- December 2024 time period, given their specificity as an occupation or job title without specific wage information from the Bureau of Labor Statistics (BLS).</p>					

Appendix 3 | Michigan Postsecondary Schools with Counseling Programs

Updated as of 02/21/2025

Master's-Level Counseling Programs				
<i>University Name</i>	<i>Name of Program</i>	<i>Accredited by CACREP</i>	<i>Accredited COAMFTE</i>	<i>Approved for SCL credential or Endorsement (NT)</i>
Alma College	Clinical Mental Health Counseling - MA	No	No	No
Andrews University	School Counseling - MA	Yes (2-year)	No	Yes, License Program
Andrews University	Clinical Mental Health Counseling - MA	Yes (2-year)	No	No
Aquinas College	Clinical Mental Health Counseling - MA	No	No	No
Baker College	Counseling - MS	No	No	No
Central Michigan University	School Counseling - MA	Yes	No	Yes, License Program and NT
Central Michigan University	Addiction Counseling - MA	Yes	No	No
Central Michigan University	Clinical Mental Health Counseling - MA	Yes	No	No
Cornerstone University	Christian Counseling - MA	No	No	No
Cornerstone University	Clinical Mental Health Counseling - MA	No	No	No
Davenport University	Mental Health Counseling - MA	No	No	No
Eastern Michigan University	School Counseling - MA	Yes	No	Yes, License Program and NT
Eastern Michigan University	College Counseling - MA	Yes	No	No
Eastern Michigan University	Clinical Mental Health Counseling - MA	Yes	No	No
Grand Valley State University	School Counseling - M.Ed.	No	No	Yes, License Program and NT
Michigan State University	Clinical Mental Health Counseling - MA	No	No	No

Master's-Level Counseling Programs				
<i>University Name</i>	<i>Name of Program</i>	<i>Accredited by CACREP</i>	<i>Accredited COAMFTE</i>	<i>Approved for SCL credential or Endorsement (NT)</i>
Michigan State University	Rehabilitation Counseling - MA	Yes	No	No
Oakland University	School Counseling - MA	Yes	No	Yes, License Program and NT
Oakland University	Clinical Mental Health Counseling - MA	Yes	No	No
Siena Heights University	Clinical Mental Health Counseling - MA	No	No	No
Spring Arbor University	School Counseling - MA	Yes	No	Yes, License Program and NT
Spring Arbor University	Clinical Mental Health Counseling - MA	Yes	No	No
University of Detroit Mercy	School Counseling - MA	Yes	No	Yes, License Program
University of Detroit Mercy	Addiction Counseling - MA	Yes	No	No
University of Detroit Mercy	Clinical Mental Health Counseling - MA	Yes	No	No
University of Olivet	Counseling - MA	No	No	No
Wayne State University	School Counseling - MA	Yes	No	Yes, License Program and NT
Wayne State University	Clinical Mental Health Counseling - MA	Yes	No	No
Wayne State University	Clinical Rehabilitation Counseling - MA	Yes	No	No
Western Michigan University	School Counseling - MA	Yes	No	Yes, License Program and NT
Western Michigan University	Clinical Mental Health Counseling - MA	Yes	No	No
Western Michigan University	Marriage, Couple, and Family Counseling - MA	Yes	No*	No

*Students who work with an advisor may be eligible for a Marriage & Family Therapy license.

Doctoral-Level Counseling Programs				
<i>University Name</i>	<i>Name of Program</i>	<i>Accredited by CACREP</i>	<i>Accredited COAMFTE</i>	<i>Approved for SCL credential or Endorsement (NT)</i>
Michigan State University	Counselor Education and Supervision - Ph.D.	Yes	No	No
Michigan State University	Couple and Family Therapy - Ph.D.	No	Yes	No
Oakland University	Counseling Education and Supervision - Ph.D.	Yes	No	No
Western Michigan University	Counselor Education - Ph.D.	Yes	No	No



Contact Information



Individuals with disabilities may contact the Michigan Department of Education ADA Coordinator to request an alternative format to these materials. Please visit www.michigan.gov/ADA for a list of state ADA Coordinators.

Office

2121 University Park Dr. STE 150
Okemos, MI 48864

Phone Number

517-347-3332

Website

www.mhc.org