



2025
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AUSTIN, TEXAS

***Innovations in
Assessment:
Reports for Better
Information***

***Callie Marino
Unber Ahmad***

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NBCC Licensure Examinations



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National Counselor Examination (NCE)

The NCE measures an examinee's knowledge and understanding of theoretical and skill-based tenets necessary to practice safely and competently as an entry-level counselor.

- Multiple-choice question (MCQ) format
- 200 independent MCQs
- Used by 46 states and territories (as of June 2025)
- **160** scored MCQs
- **40** unscored MCQs
- **3 hours and 45 min.** to test
- **6** work domains
- Aligned to CACREP

	Domain	Percent of Items
1	Professional Practice and Ethics	12
2	Intake, Assessment, and Diagnosis	12
3	Areas of Clinical Focus	29
4	Treatment Planning	9
5	Counseling Skills and Interventions	30
6	Core Counseling Attributes	8
	Total	100

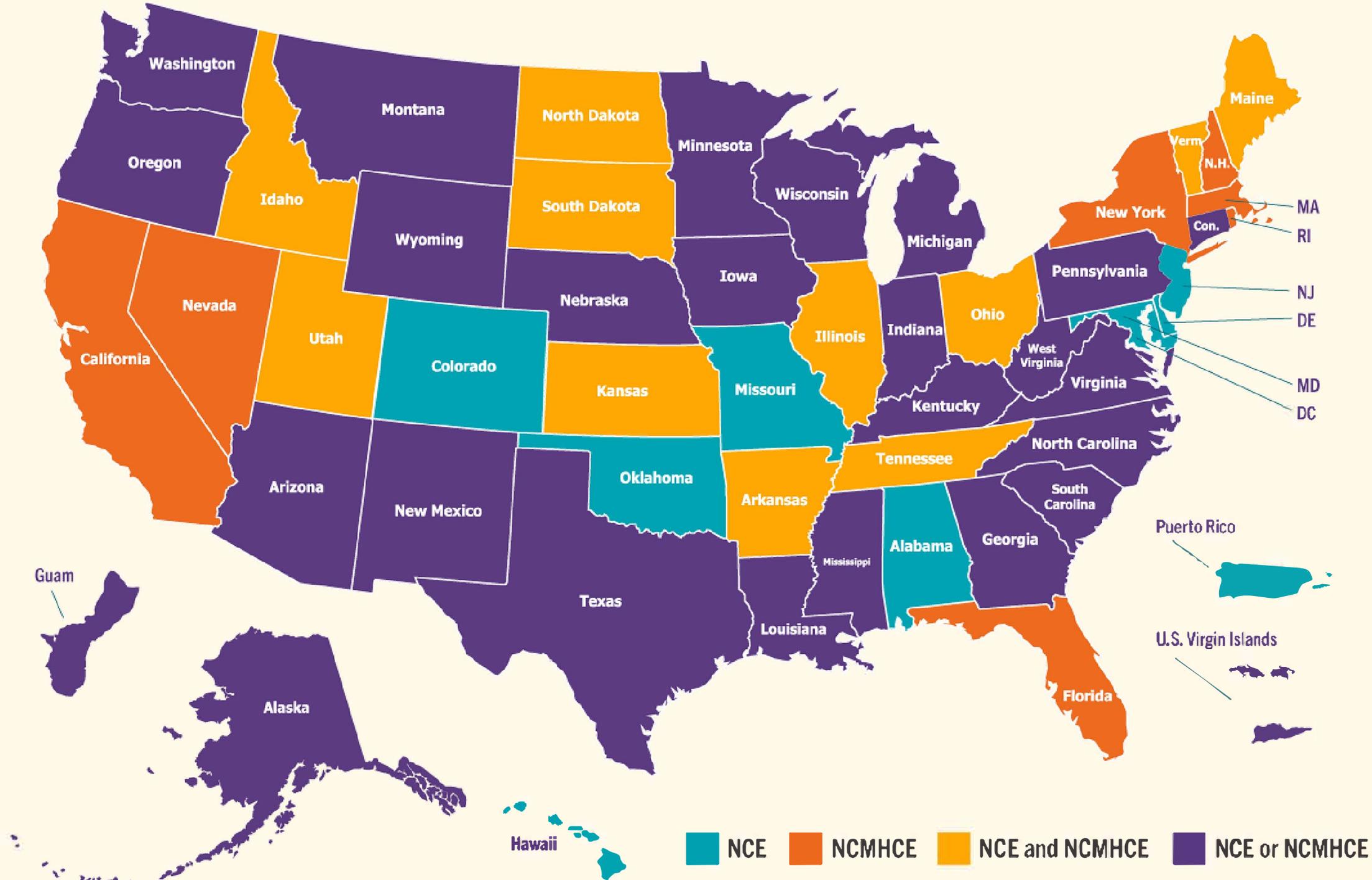
National Clinical Mental Health Counseling Examination (NCMHCE)

The NCMHCE measures an individual's ability to apply and evaluate knowledge necessary to perform as a competent professional counselor. This measurement is done by assessing an entry-level clinical mental health counselor's ability to apply knowledge of theoretical and skill-based tenets through response to clinical case simulations. The case simulations are designed to capture an examinee's ability to identify, analyze, diagnose, and develop plans for treatment of clinical concerns.

- Multiple-choice question (MCQ) format
- 11 case studies with nested items
- Used by 43 states and territories (as of June 2025)
- **130–150** examination questions
- **100** scored MCQs
- **30–50** unscored MCQs
- **3 hours and 45 min.** to test
- **6** work domains
- Aligned to CACREP

	Domain	Percent of Items
1	Professional Practice and Ethics	15
2	Intake, Assessment, and Diagnosis	25
3	Areas of Clinical Focus	0 ¹
4	Treatment Planning	15
5	Counseling Skills and Interventions	30
6	Core Counseling Attributes	15
	Total	100

¹The domain "Areas of Clinical Focus" represents the diagnoses and main presenting problems that were identified in the job analysis as being the most prevalent in clinical work. This domain is evaluated through a variety of diagnoses and case scenarios appearing on each examination form and not at the item level.



Examinations Across the U.S. February 2024 – May 2025

NCE

- Published 14 forms
 - 8 for remote/test center
 - 6 for test center only
- 31,174 testing sessions from 28,940 unique individuals
- 78% overall passing rate

Examinations Across the U.S. February 2024 – May 2025

NCE

- Published 14 forms
 - 8 for remote/test center
 - 6 for test center only
- 31,174 testing sessions from 28,940 unique individuals
- 78% overall passing rate

NCMHCE

- Published 14 forms
 - 8 for remote/test center
 - 6 for test center only
- 17,152 testing sessions from 14,719 unique individuals
- 66% overall passing rate

NCE Form Statistics (Feb '24 – May '25)

Form	146A24	146B24	146C24	146D24	146H24	146I24	146J24	146K24
N	2460	2580	2471	2326	5166	5475	5353	5291
Mean	107.1	107.7	106.8	108.3	103.8	105.5	103.0	104.2
SD	18.2	17.6	17.7	17.7	19.0	17.9	18.0	18.2
Min	49	47	44	48	31	48	18	48
Med	109.5	110	109	111	106	107	105	106
Max	149	147	147	145	152	150	149	146
Cut Score	86	87	88	87	91	92	93	90
Pass Rate	86%	86%	85%	86%	73%	77%	72%	77%
Avg Diff	0.66	0.68	0.67	0.68	0.64	0.67	0.65	0.66
SEM	5.26	5.34	5.24	5.18	5.35	5.42	5.35	5.27
DC	0.97	0.96	0.96	0.96	0.95	0.94	0.94	0.95

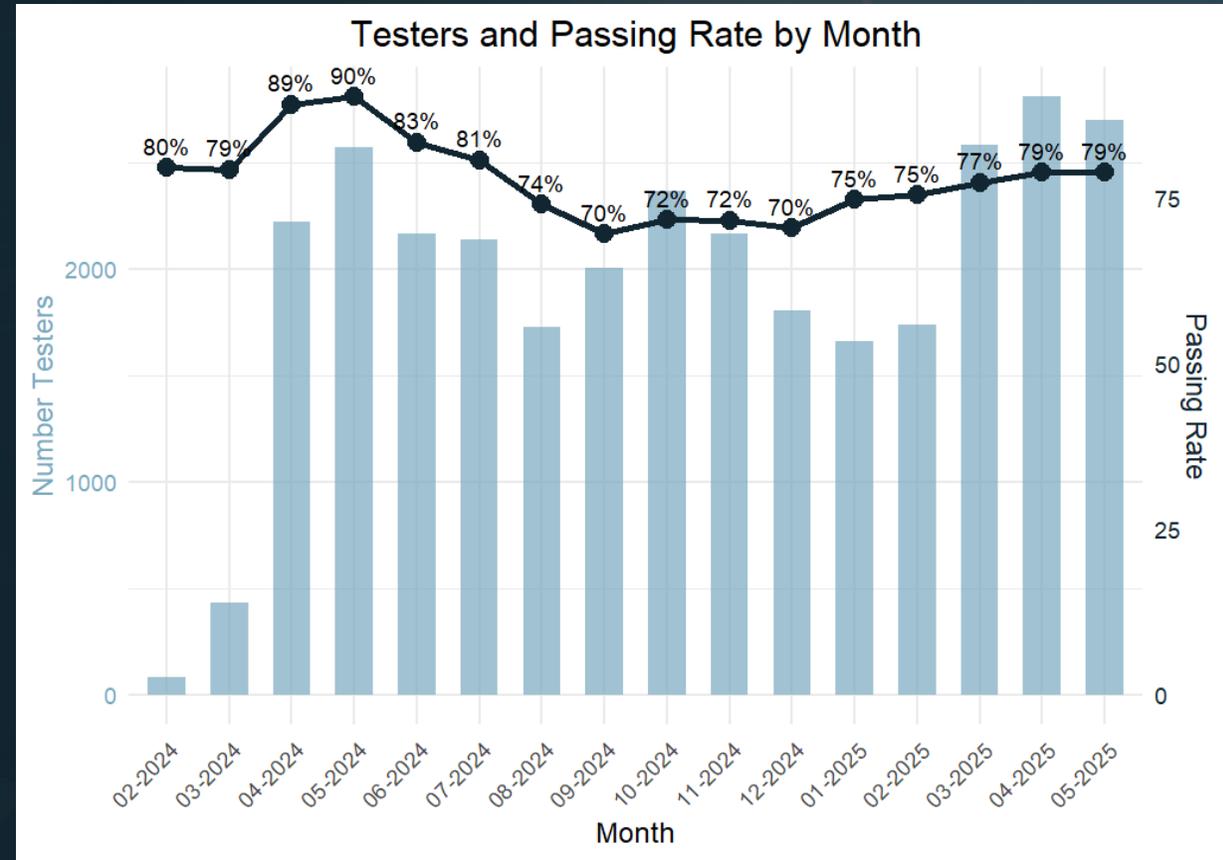
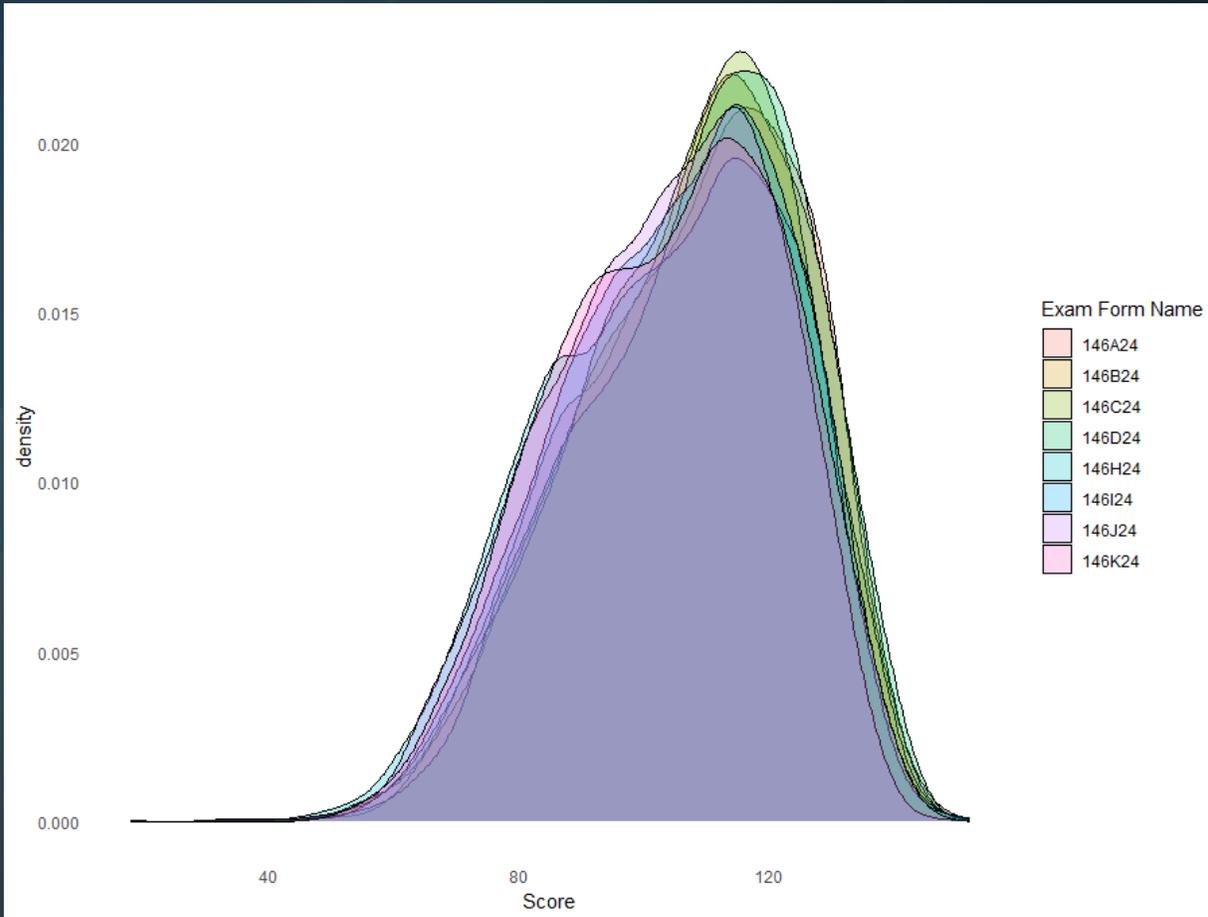
Data cleaning: Removed exam misconduct, NDA refusal, those who didn't view at least 80% - Limited to forms with at least 30 candidates

NCMHCE Form Statistics (Feb '24 – May '25)

Form	165A24	165B24	165D24	165F24	165H24	165I24	165K24	165M24
N	1391	1410	1397	1348	2907	2862	2823	2813
Mean	65.9	66.1	68.6	64.0	65.8	66.0	67.8	63.8
SD	8.6	8.1	9.4	9.3	8.7	8.3	9.7	9.4
Min	35	29	18	30	32	32	28	20
Med	66	67	70	65	66	67	69	64
Max	85	88	92	86	88	85	88	86
Cut Score	61	66	63	62	61	65	66	62
Pass Rate	74%	62%	67%	63%	74%	61%	63%	62%
Avg Diff	0.65	0.65	0.68	0.60	0.65	0.65	0.67	0.60
SEM	4.03	4.03	4.02	4.26	4.04	4.03	4.05	4.27
DC	0.86	0.81	0.89	0.85	0.86	0.82	0.86	0.83

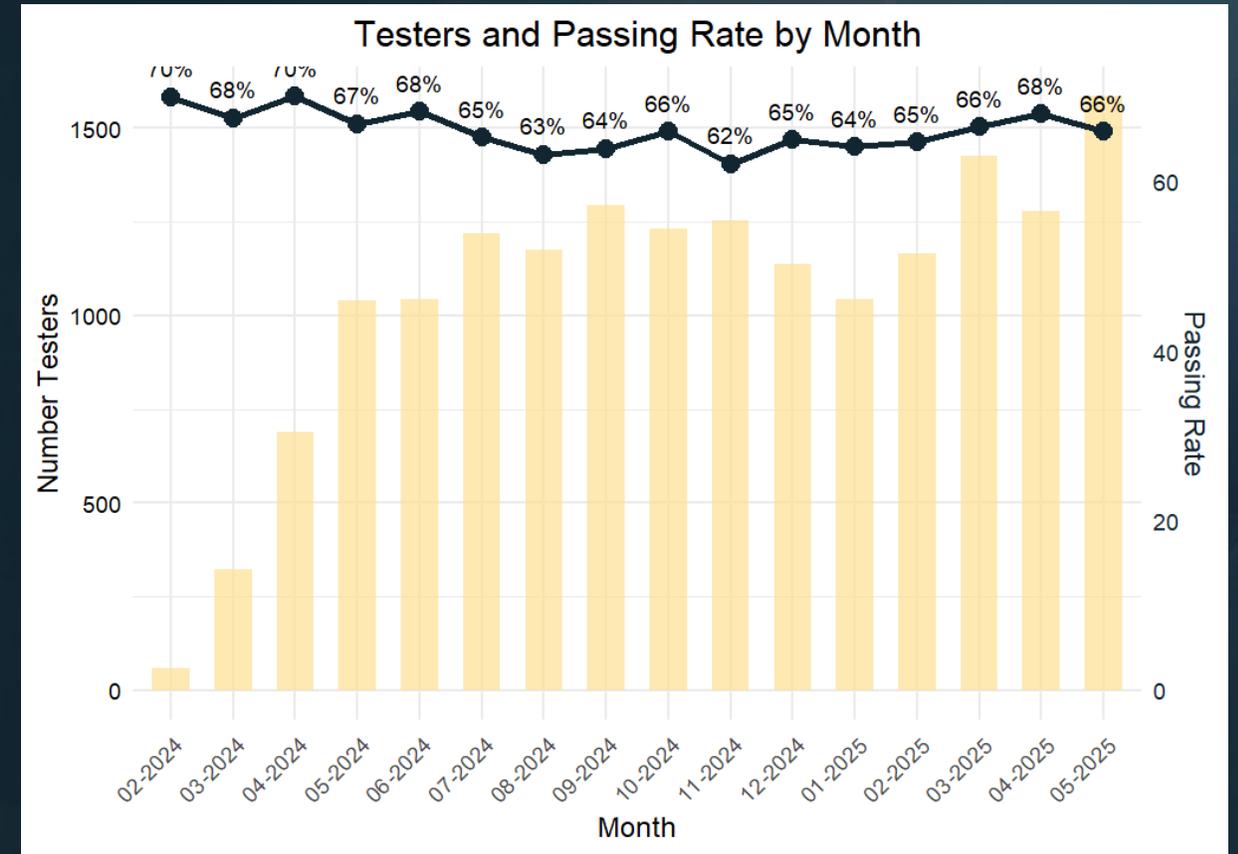
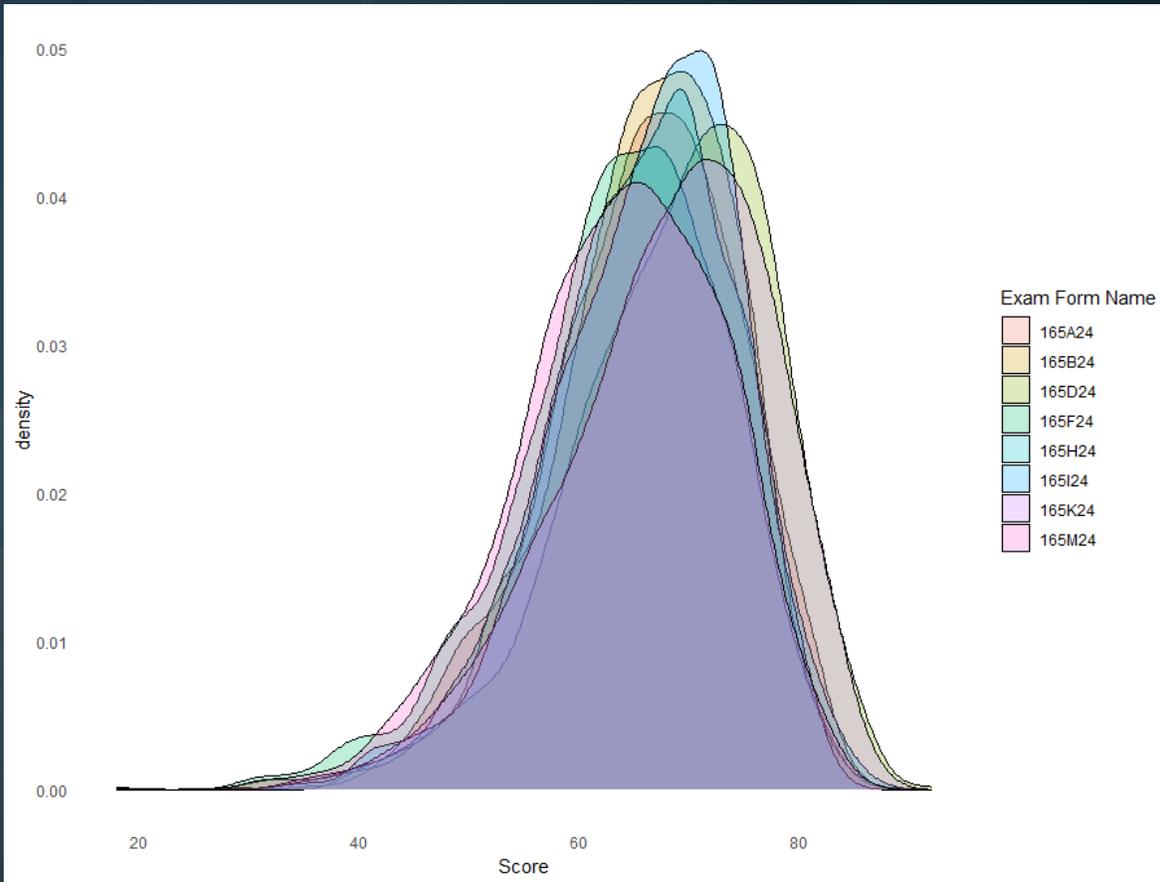
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NCE Form Statistics (Feb '24 – May '25)



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NCMHCE Form Statistics (Feb '24 – May '25)



Data cleaning: Removed exam misconduct, NDA refusal, those who didn't view at least 80% - Limited to forms with at least 30 candidates

Work Analysis for Professional Counseling



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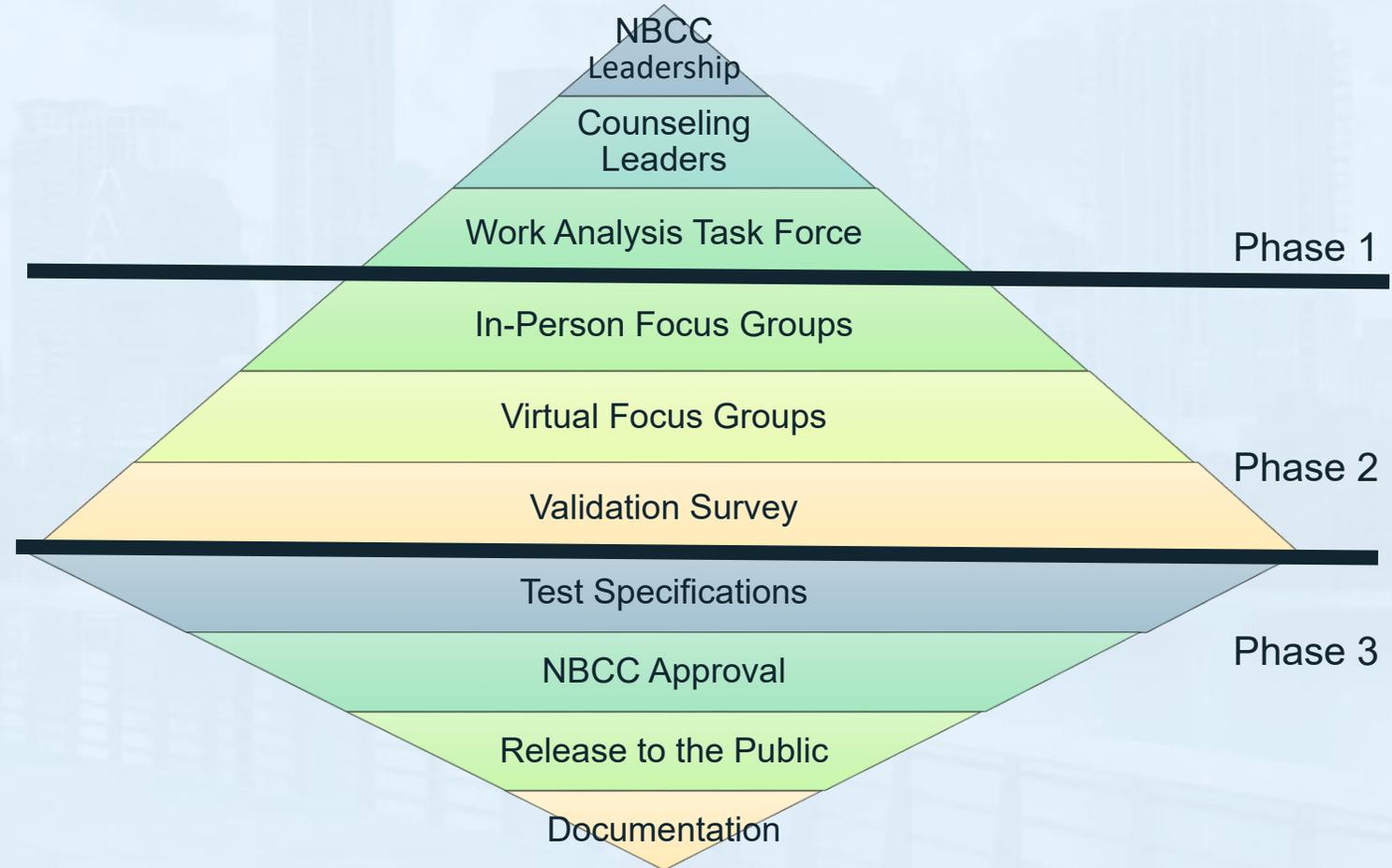


2024-2025 Work Analysis for Professional Counseling

- Purpose

- Method

- Interviews
- Focus groups
- Validation survey
- Work Analysis Task Force
- Statistical analyses



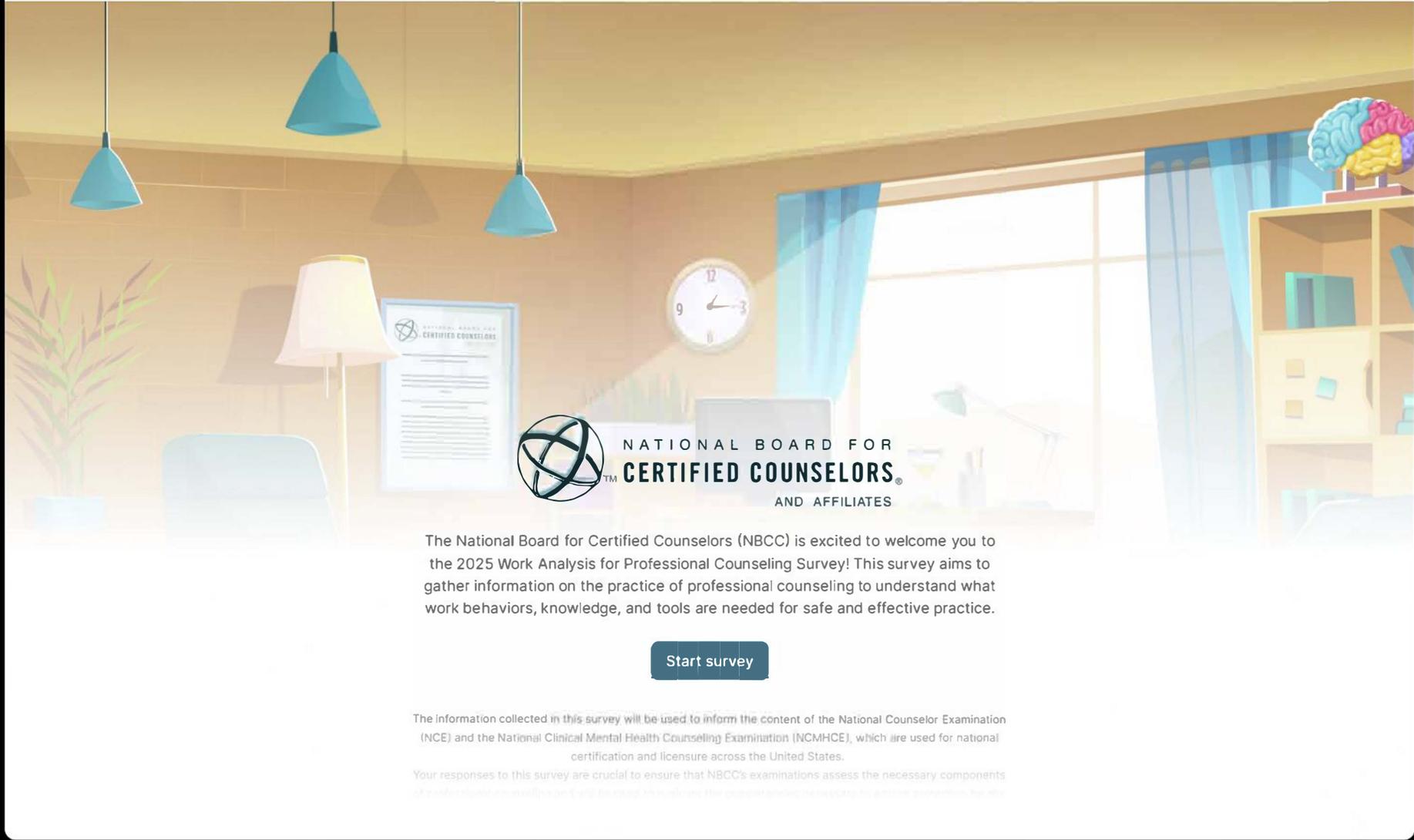
Work Analysis Survey

- 106 work tasks (*Business of Counseling*)
- 55 areas of clinical focus (*blended family issues*)
- 99 areas of knowledge (*Health Information Technology for Economic and Clinical Health Act (HITECH)*)
- 50 skills (*Open-ended questioning*)
- 73 judgments (*Providing inappropriate or invalid letters of support*)
- 47 tools/assessments (*Columbia Suicide Severity Rating Scale (C-SSRS)*)
- 30 background items (*Do you offer telemental health counseling services?*)

Important Points!

- *There will be 2 versions of the survey*
- *Individual identities will be kept confidential!*
- *Survey will be gamified!*
- *Continuing education credit will be available*

Over 450 elements of professional counseling will be evaluated



NATIONAL BOARD FOR
CERTIFIED COUNSELORS[®]
AND AFFILIATES

The National Board for Certified Counselors (NBCC) is excited to welcome you to the 2025 Work Analysis for Professional Counseling Survey! This survey aims to gather information on the practice of professional counseling to understand what work behaviors, knowledge, and tools are needed for safe and effective practice.

[Start survey](#)

The information collected in this survey will be used to inform the content of the National Counselor Examination (NCE) and the National Clinical Mental Health Counseling Examination (NCMHCE), which are used for national certification and licensure across the United States.

Your responses to this survey are crucial to ensure that NBCC's examinations assess the necessary components of professional counseling practice and to inform the content necessary to ensure preparation for the



Office Avatar

Survey modules 1/16

Module 1 In progress
Counselor Self-Awareness
20%

Module 2
Professional Responsibilities
0%

Module 3 Complete
Business of Counseling
100%

Module 4 Complete
Title can be much longer
100%

Module 5 In progress
Assessment & Diagnosis
60%



Continuing Education Hours

- As part of completing the Work Analysis Survey, participants will have the opportunity to read 2 engaging and dynamic articles that will help counselors understand how reflecting on their work as a professional counselor is critical to professional development.
- In addition, participants will learn the importance of following standard guidelines for credentialing processes and examination development as well as the steps to developing and completing a work analysis survey.
- 4.5 NBCC Continuing Education Hours

Work Analysis Projected Timeline

Month	Stage
July 2025	Survey Launch
August 2025	Data Collection
September 2025	Data Processing
October 2025	Present NEW Content Outline at ACES Conference
October '25 – March '26	Content Development
April '26	Exam Form Reviews
Summer '26	Standard Setting Cohort
August '26	New Exam Forms

Upcoming Changes to the Examinations



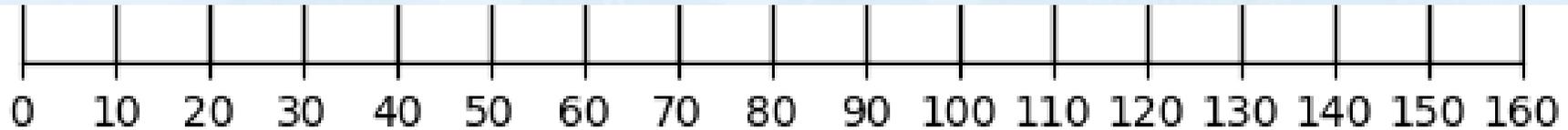
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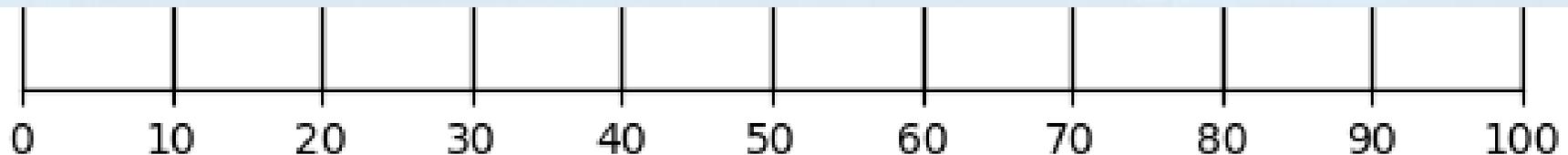
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Moving from Raw Scores to Scaled Scores

NCE

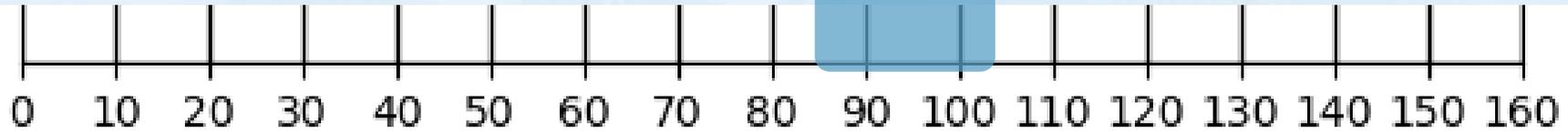


NCMHCE

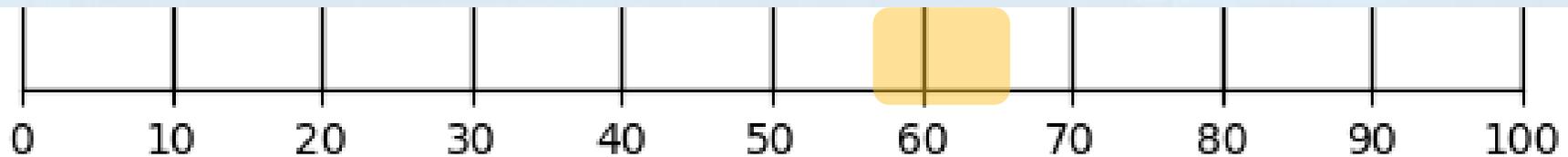


Moving from Raw Scores to Scaled Scores

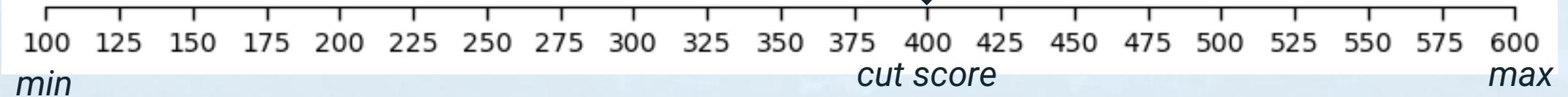
NCE



NCMHCE



Moving from Raw Scores to Scaled Scores



Moving to Modern Test Theory

Classical Test Theory

- Each question **worth the same** amount of points
- Total score is a **sum** of the questions you got **correct**

Moving to Modern Test Theory

Classical Test Theory

- Each question **worth the same** amount of points
- Total score is a **sum** of the questions you got **correct**

Modern Test Theory

- **Questions contribute differently** to total score
- Score is based on the **response patterns** of the individual

A Demonstration of Scoring Differences

Classical Test Theory

	Easy	Easy	Easy	Easy	Med	Med	Med	Hard	Hard	Hard	Score
Person 1	✓	✓	✓	✓	✓	✓			✓		7
Person 2	✓	✓	✓		✓	✓	✓	✓			7

A Demonstration of Scoring Differences

Classical Test Theory

	Easy	Easy	Easy	Easy	Med	Med	Med	Hard	Hard	Hard	Score
Person 1	✓	✓	✓	✓	✓	✓			✓		7
Person 2	✓	✓	✓		✓	✓	✓	✓			7

Sum of Correct Answers

Item Response Theory

	Easy	Easy	Easy	Easy	Med	Med	Med	Hard	Hard	Hard	Theta
Person 1	✓	✓	✓	✓	✓	✓			✓		-0.5
Person 2	✓	✓	✓		✓	✓	✓	✓			0.25

No longer a sum
Consider 0 to be average

In the not-so-distant future...Adaptive Testing

- Goal of certification/licensure exams is to make a pass/fail decision with the protection of the public in mind

Our examinations do not focus on:

- Differentiating low performers
- Differentiating high performers

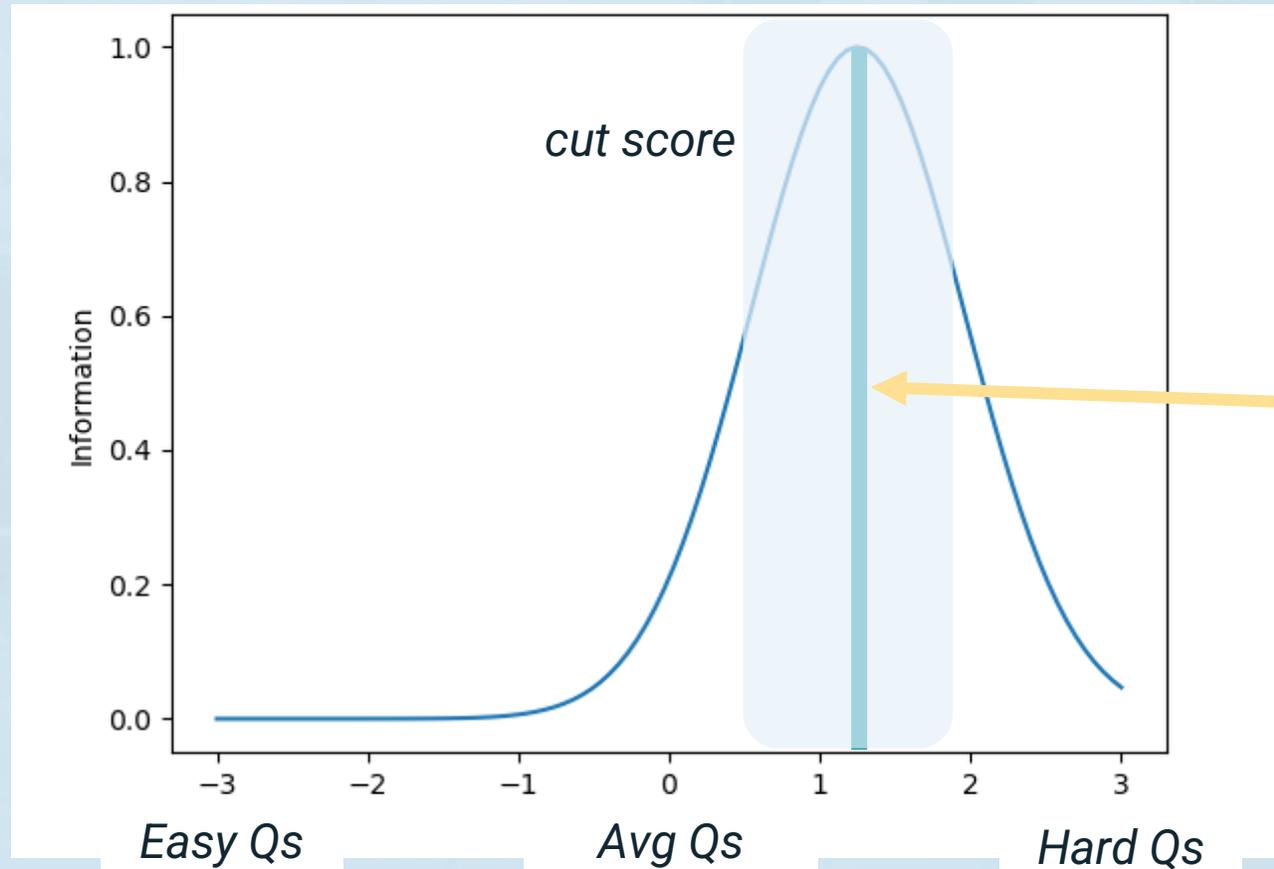
Norm-Referenced
Examinations

Our examinations are designed to:

- Differentiate passing from failing

Criterion-Referenced
Examinations

Introduction to Adaptive Testing

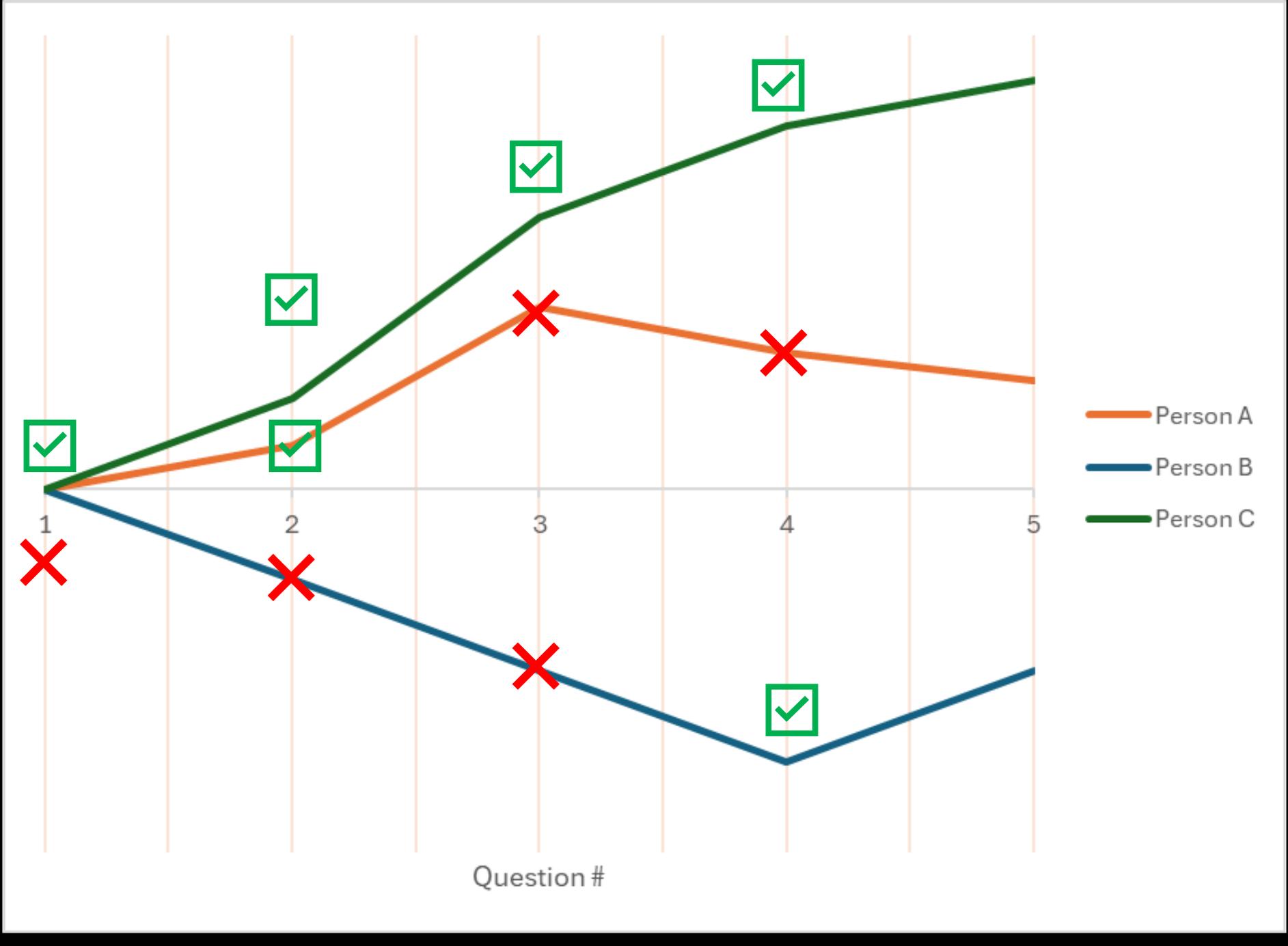


Want to focus questions in this range

Hard

Average

Easy



Benefits of Adaptive Testing

- **Shorter exams** only asking necessary questions means less time in the seat for candidates
- **More precision** in score calculations because using advanced models to determine ability
- **Enhanced test security**
 - less item exposure for any one test question
 - extremely unlikely that any two candidates will have the same questions
- **Contemporary testing experience** - SAT and GRE utilize adaptive formats
 - Other adaptive programs: NCLEX (nurses), ASVAB (armed forces)

Extracting Insights



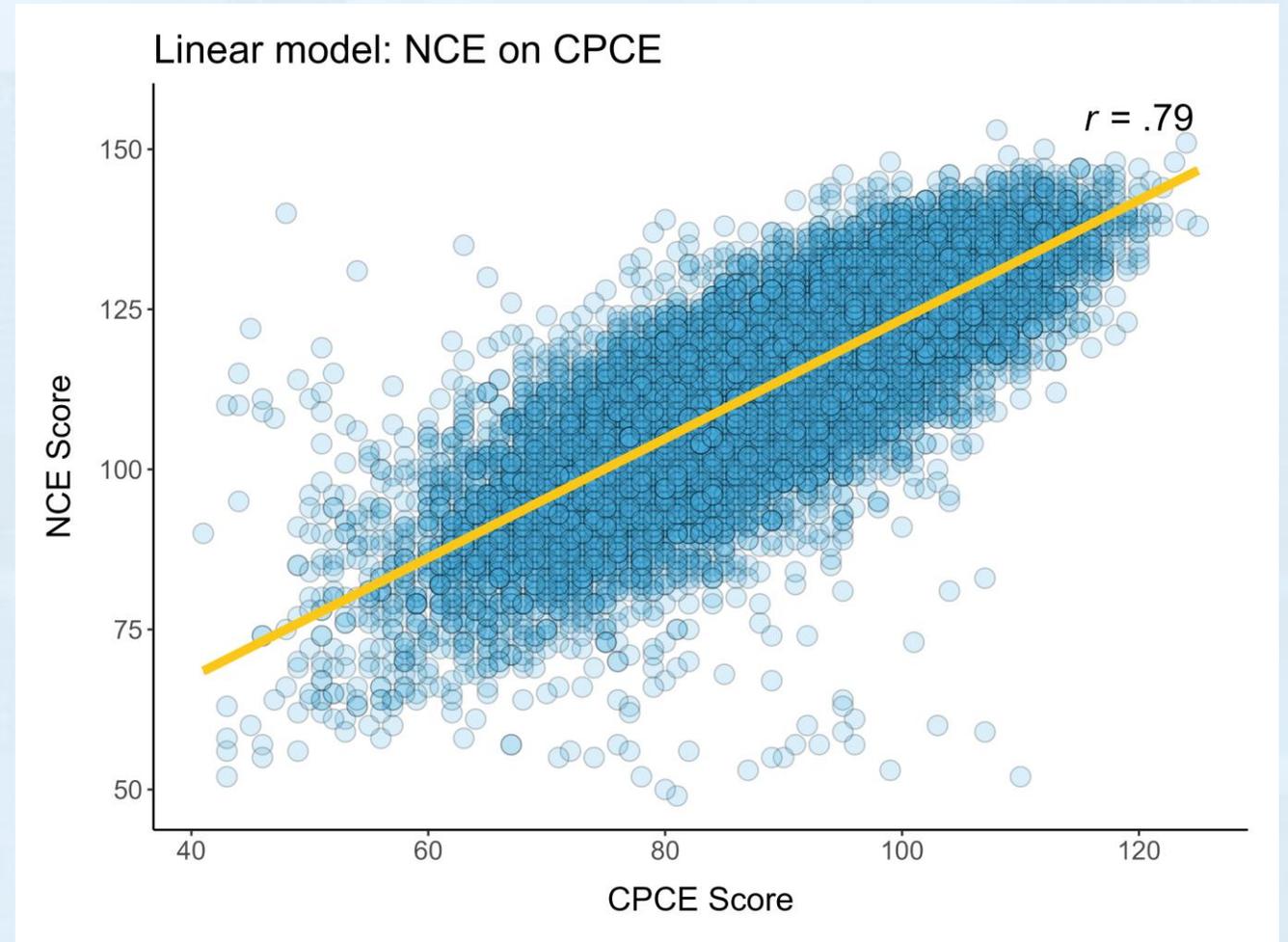
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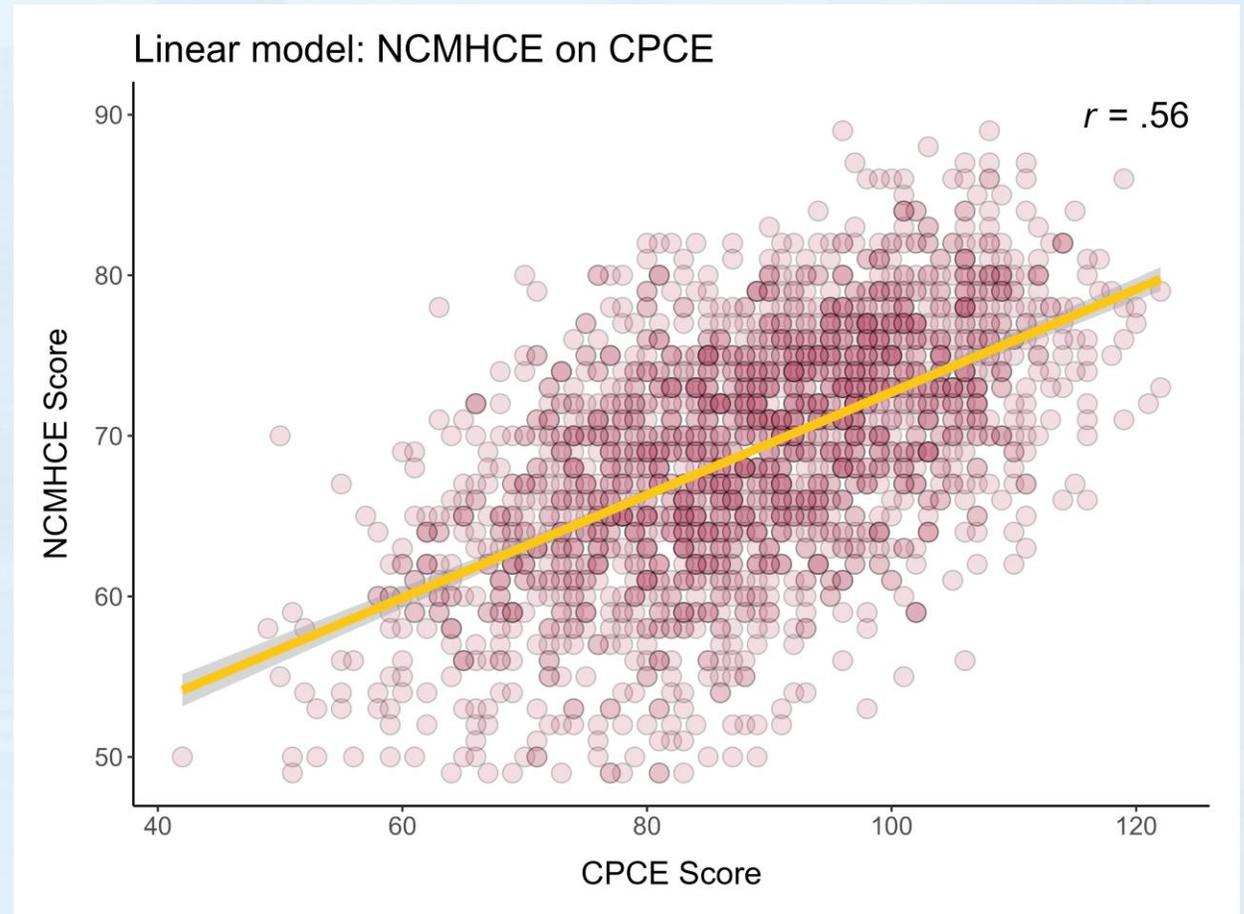
Correlating the Exams – CPCE and NCE

- Strong linear relationship between the exams such that:
 - For candidates with average CPCE scores (89 points), the model predicts an average NCE score of 113 points.
 - For each additional 1-point increase in CPCE scores, the model predicts that the NCE scores will on average increase by .93 points



Correlating the Exams – CPCE and NCMHCE

- Strong linear relationship between the exams such that:
 - For candidates with average CPCE scores (89 points), the model predicts an average NCMHCE score of 69 points.
 - For each additional 1-point increase in CPCE scores, the model predicts that the NCMHCE scores will on average increase by .32 points



Correlating the Exams

- The strong correlations between the CPCE and the NBCC licensure examinations demonstrate that educational training is well-aligned with professional practice.
- We will work with CACREP to ensure this connection is maintained as we transition to the new content outline.

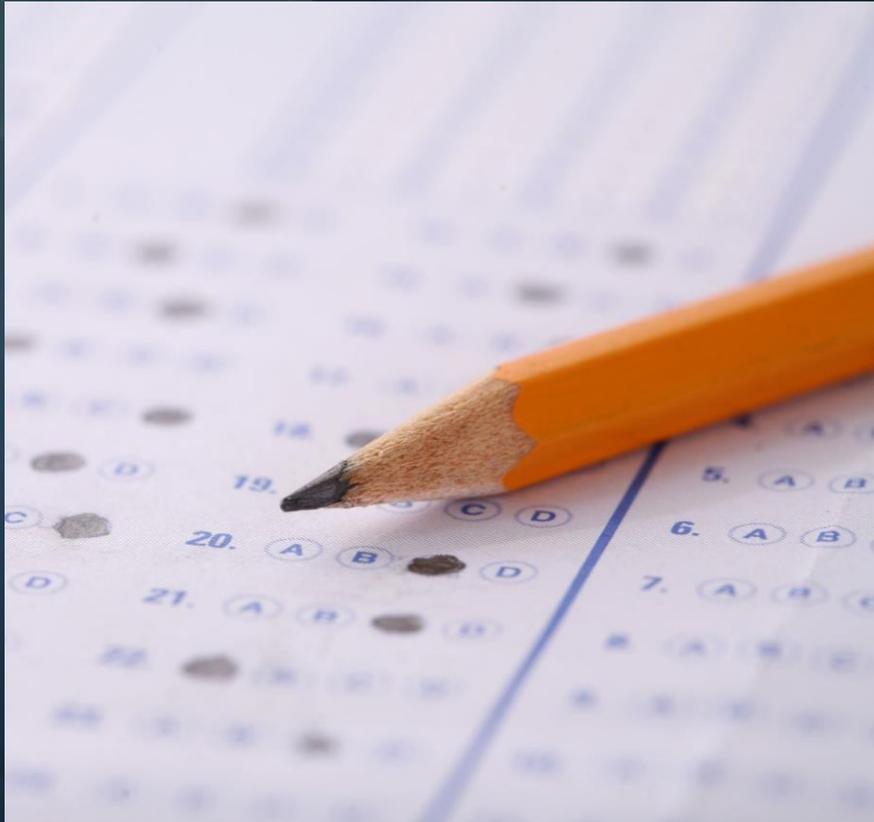
Exploring Retesting Trends



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Exploring Retesting Trends

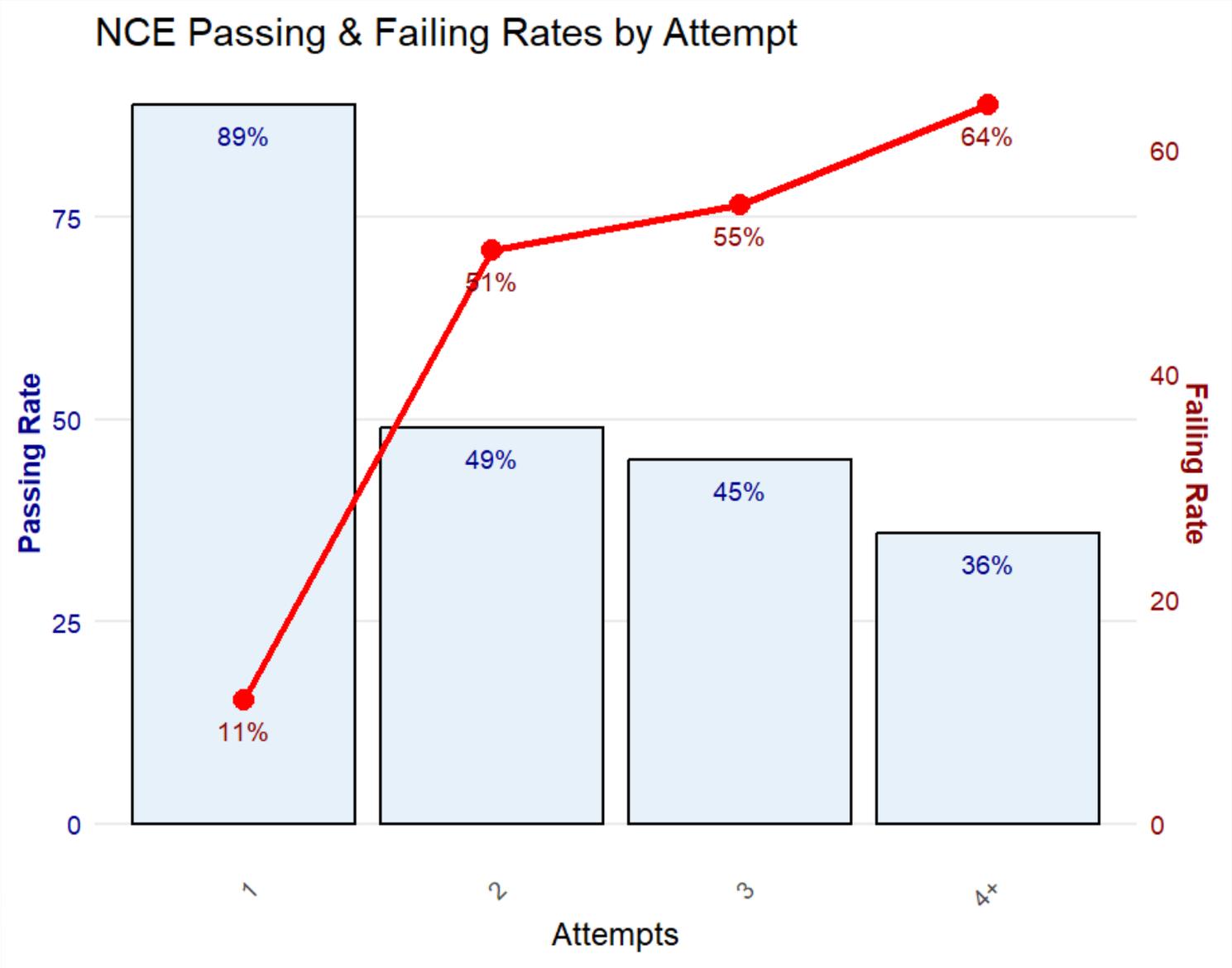
- *Focus on the data from February 2024 to May 2025*
- *Removed candidates who tested in the 12 months prior*
- *Means that the “first attempt” is the first attempt in at least a year*

NCE Retesting by Person

Number of People	
N	27,182 unique people
Passed Eventually	23,544 (87%)
Not Yet Passed	3,638 (13%)

Number of Attempts by Person			
Attempts so far	N	Pass	Not Yet Passed
1	25,775 (95%)	22868 (89%)	2,907 (11%)
2	1,155 (4%)	567 (49%)	588 (51%)
3	205 (1%)	92 (45%)	113 (55%)
4+	47 (<1%)	17(36%)	30(64%)

Passing and Failing Rates by Attempt February 2024 – May 2025

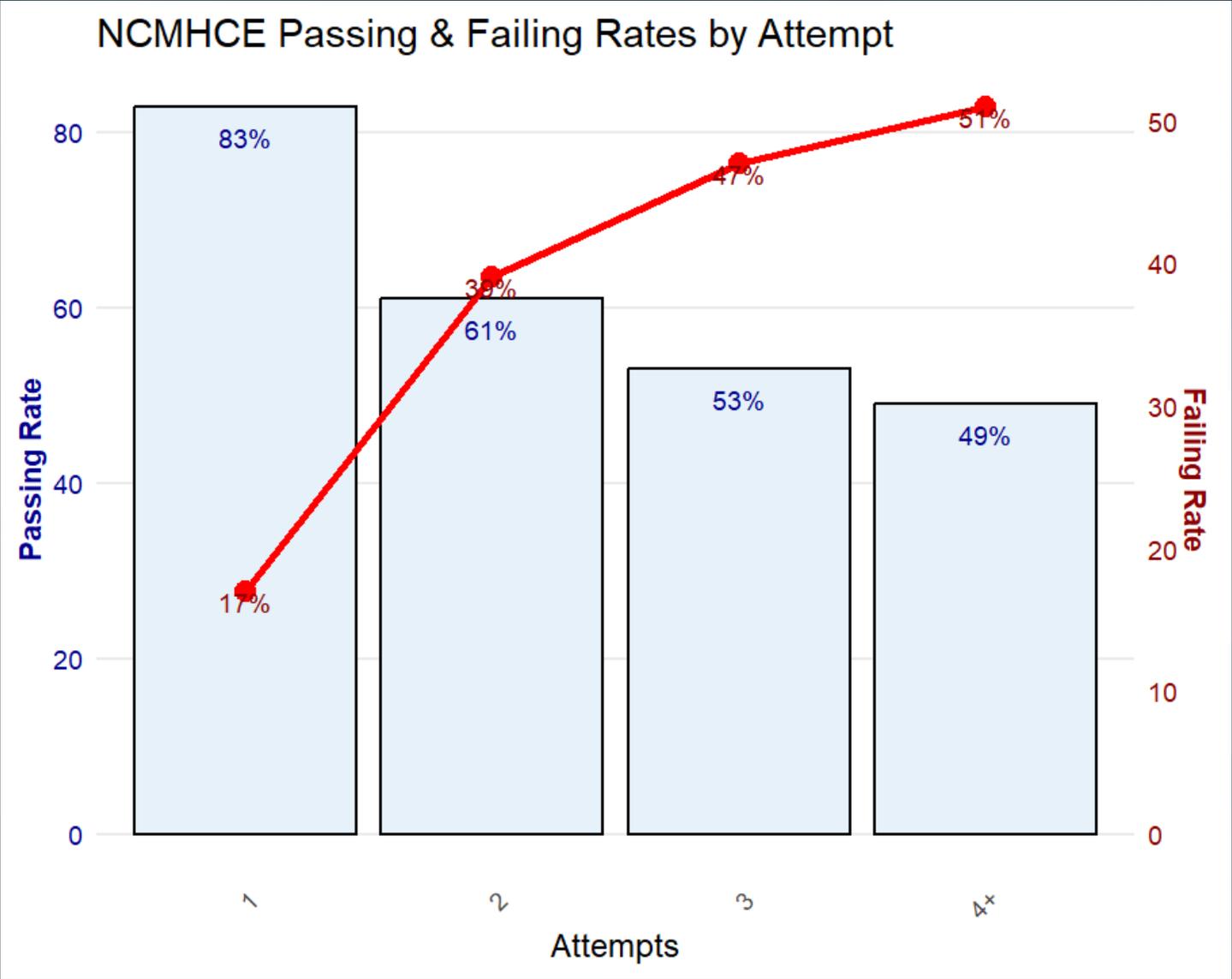


NCMHCE Retesting by Person

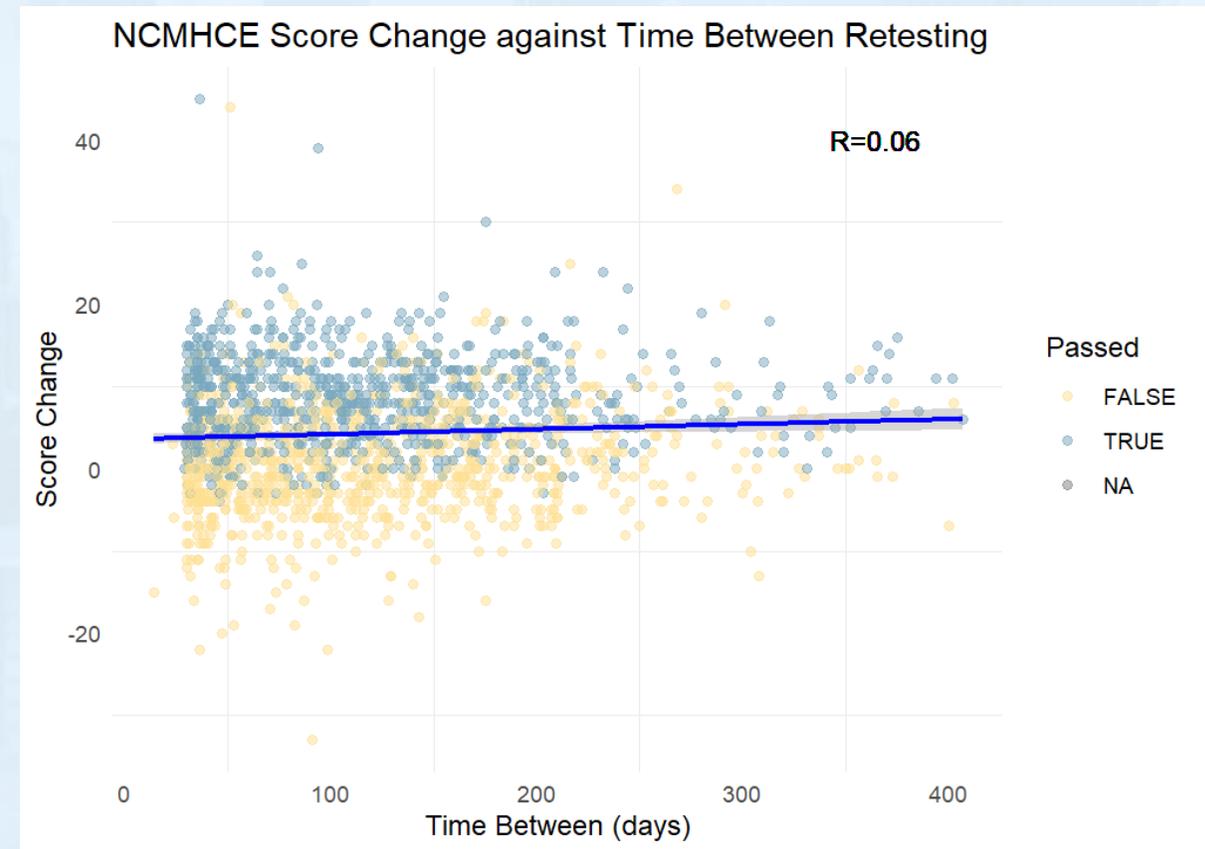
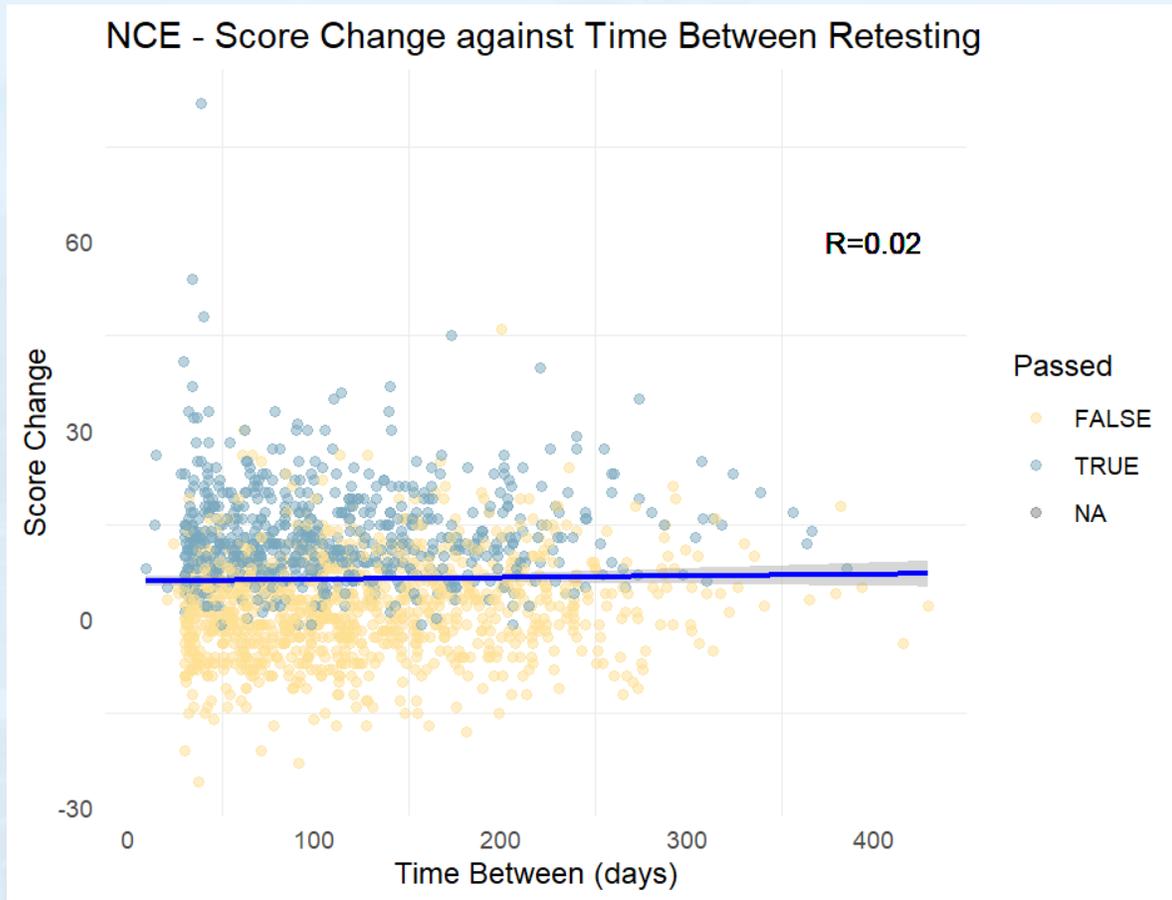
Number of People	
N	12,622 unique people
Passed Eventually	10,148 (80%)
Not Yet Passed	2,474 (20%)

Number of Attempts by Person			
Attempts so far	N	Pass	Not Yet Passed
1	11,241 (89%)	9328 (83%)	1913 (17%)
2	1,139 (9%)	693 (61%)	446 (39%)
3	183 (1%)	97 (53%)	86 (47%)
4+	59 (<1%)	29 (49%)	30 (51%)

Passing and Failing Rates by Attempt February 2024 – May 2025



Time Between Retesting – All Attempts



A Deeper Dive into 2-Time Testers



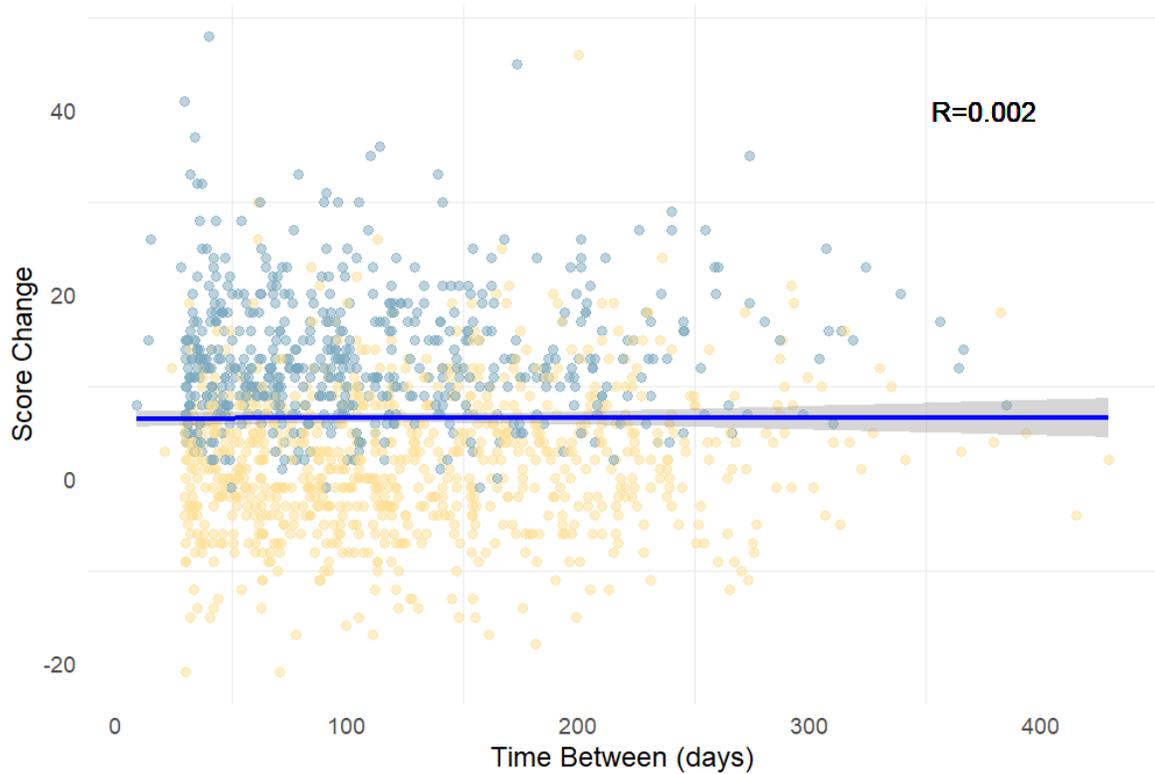
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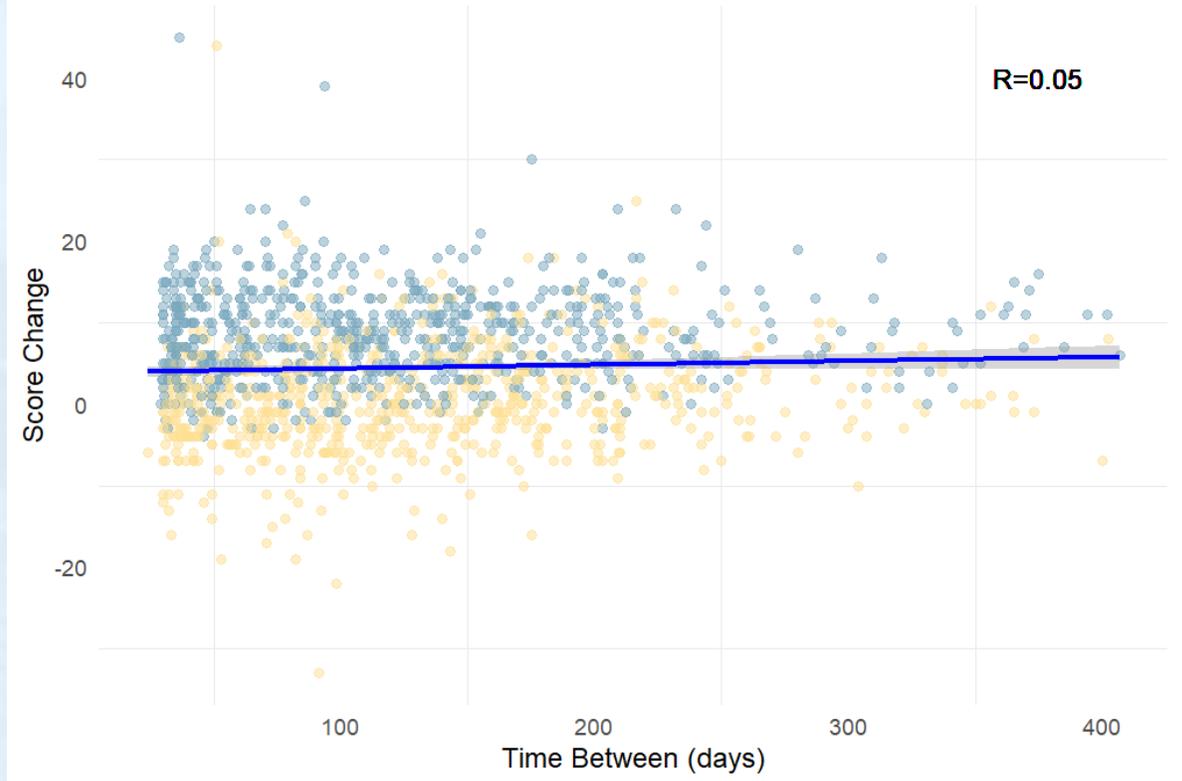
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Time Between Retesting – Just Attempts 1 and 2

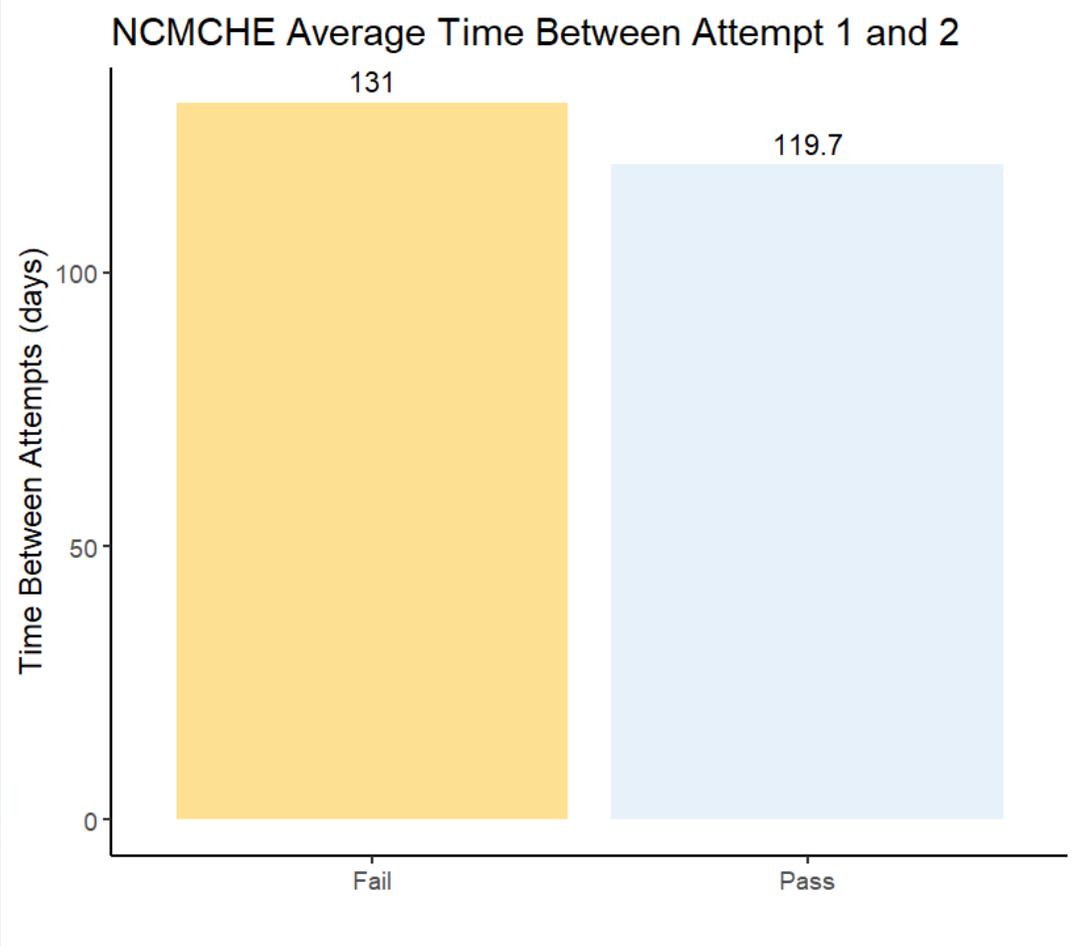
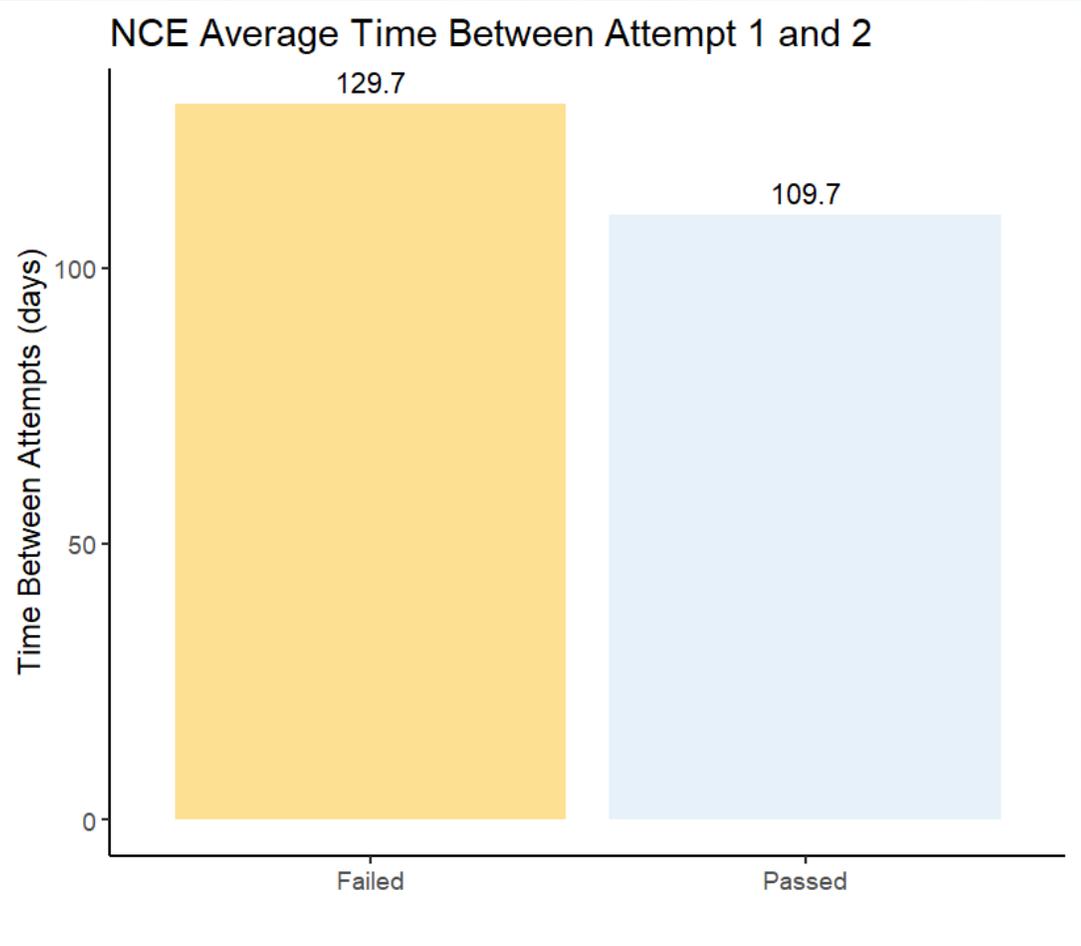
NCE Score Change against Time between Attempt 1 and 2



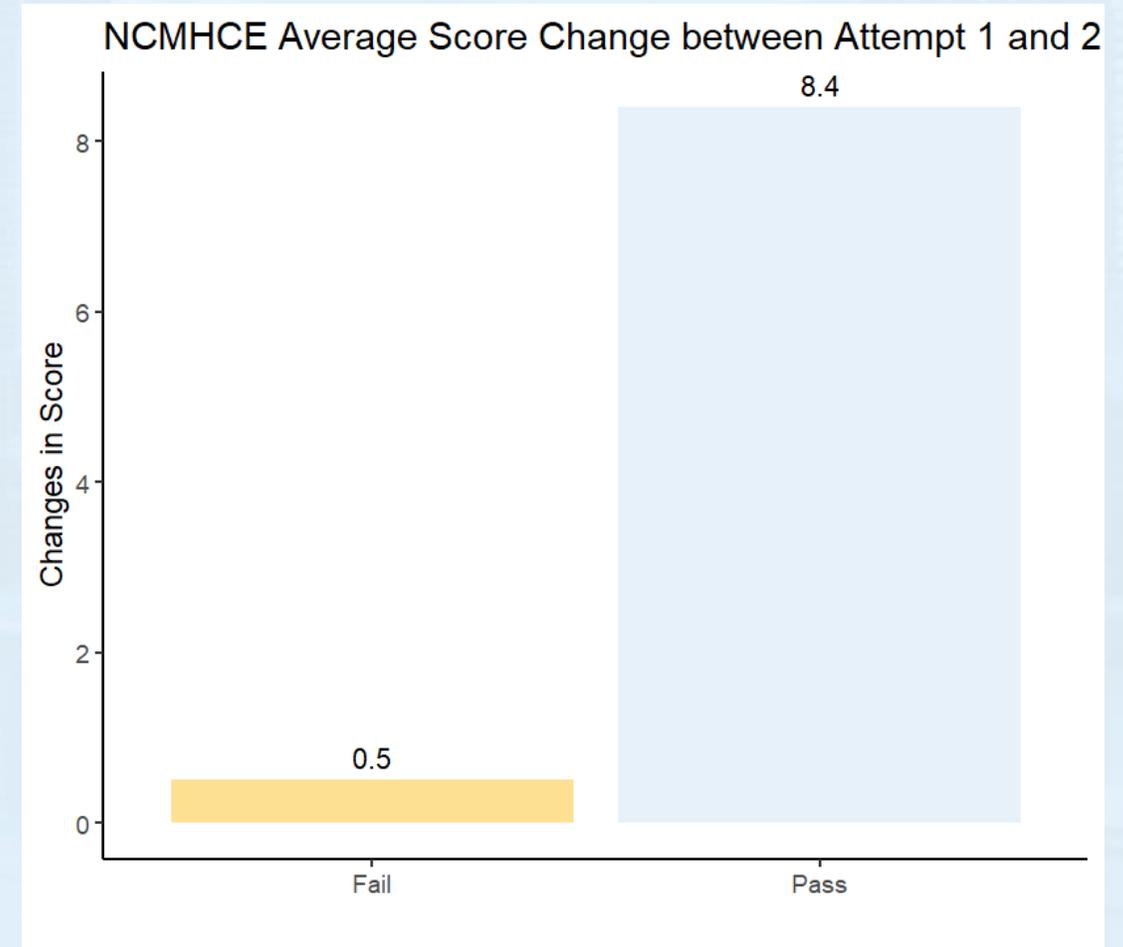
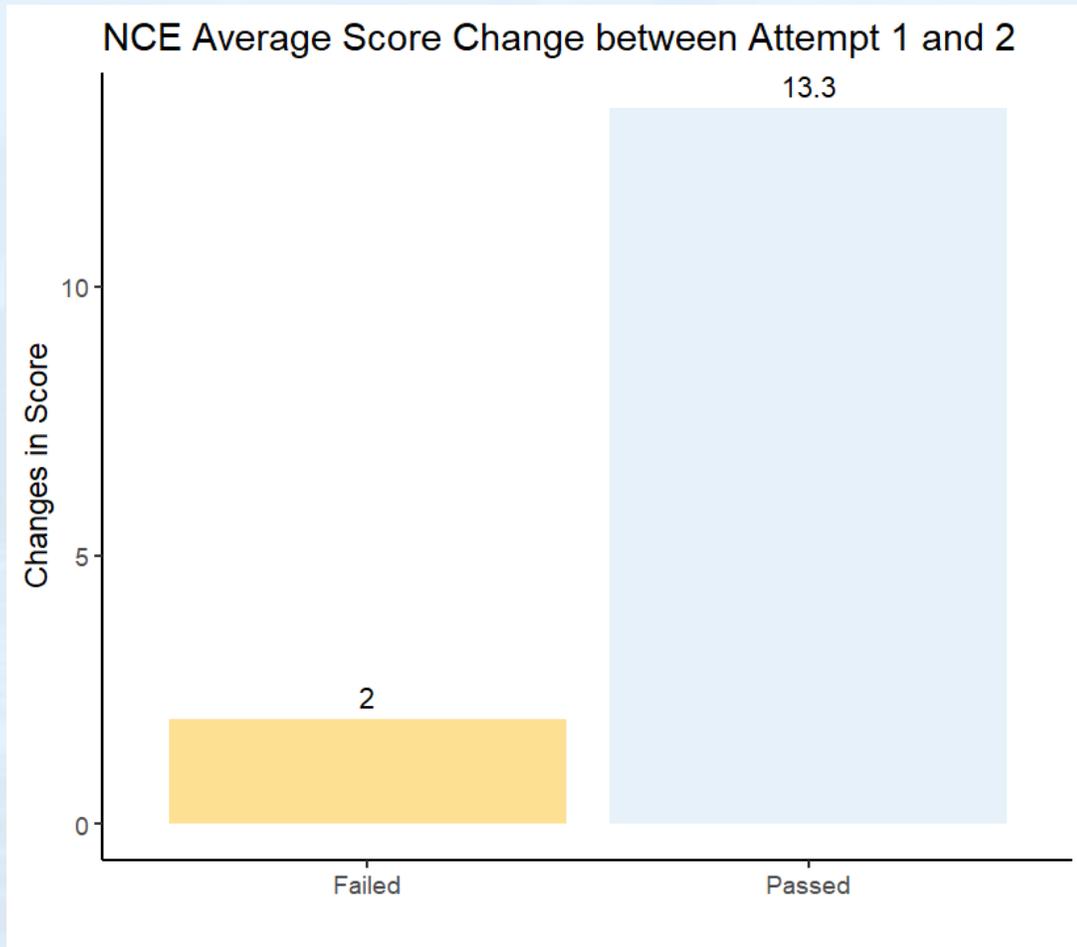
NCMCHE Score Change against Time between Attempt 1 and 2



Time Between Retesting – Just Attempts 1 and 2



Score Change Between Retesting – Just Attempts 1 and 2



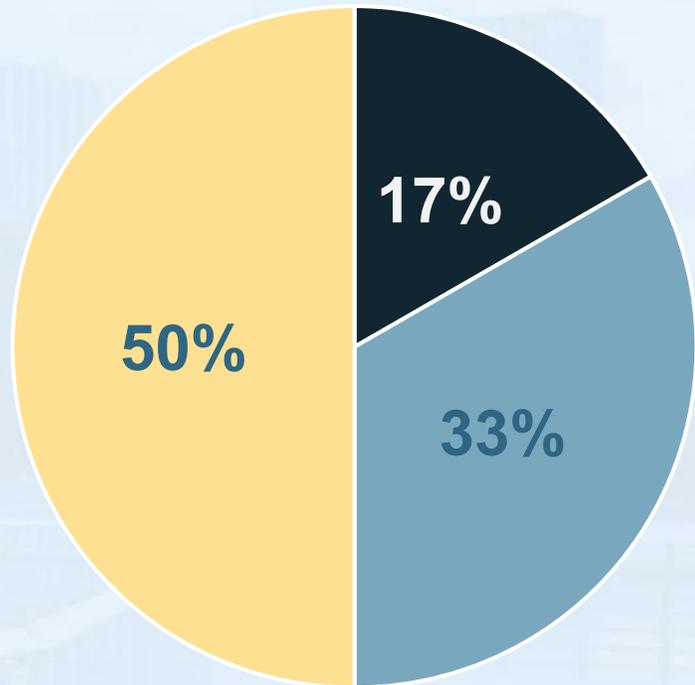


Qualitative Investigation on Retesting Success

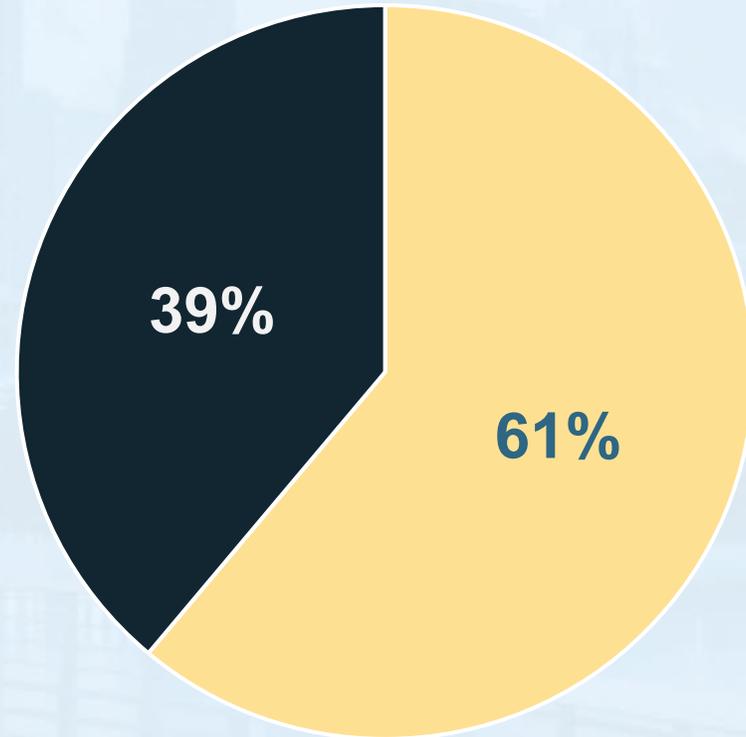
Surveyed individuals who successfully passed the NCE or NCMHCE on their second attempt

Held small focus groups with interested counselors to gather insights

Candidate Perceptions after Attempt #1 of NCE



- Felt completely unprepared
- Felt like I had not prepared enough
- Felt like I had prepared appropriately



- The examination was appropriately difficult
- The examination was too hard

Common Attributions for Failing Attempt #1

Reason	% Endorsement
Test anxiety (e.g., nerves, fear of failure)	56%
Lack of adequate preparation (e.g., didn't study enough, didn't study the right materials)	33%
Personal challenges (e.g., felt sick, didn't get enough rest, etc.)	28%
Examination content (e.g., questions too hard, format too difficult, not enough time to complete)	22%
External testing conditions (e.g., distractions in the room, too hot/too cold, external stressors)	6%

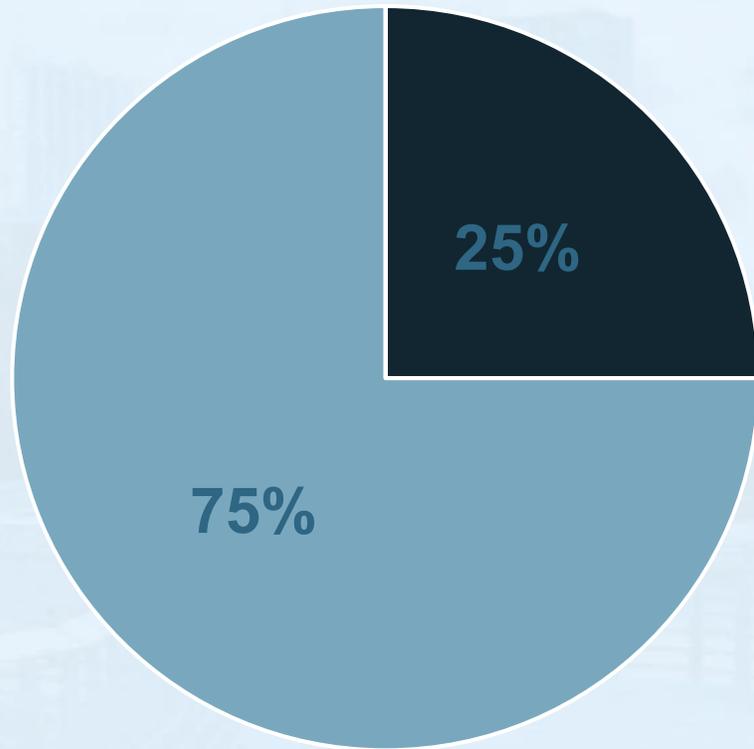
Recommendations for Studying

- “I would recommend that they take into consideration what triggers their anxiety regarding testing and develop coping skills to manage those symptoms. (ex. relaxation/breathing techniques) Also consider receiving special accommodations if needed.(ex. Extended time/ Isolation)”
- “If you are comfortable studying in a group, it is helpful to have assistance and support, as well as doing something that helps you to relax (meditation, exercising, etc.)”

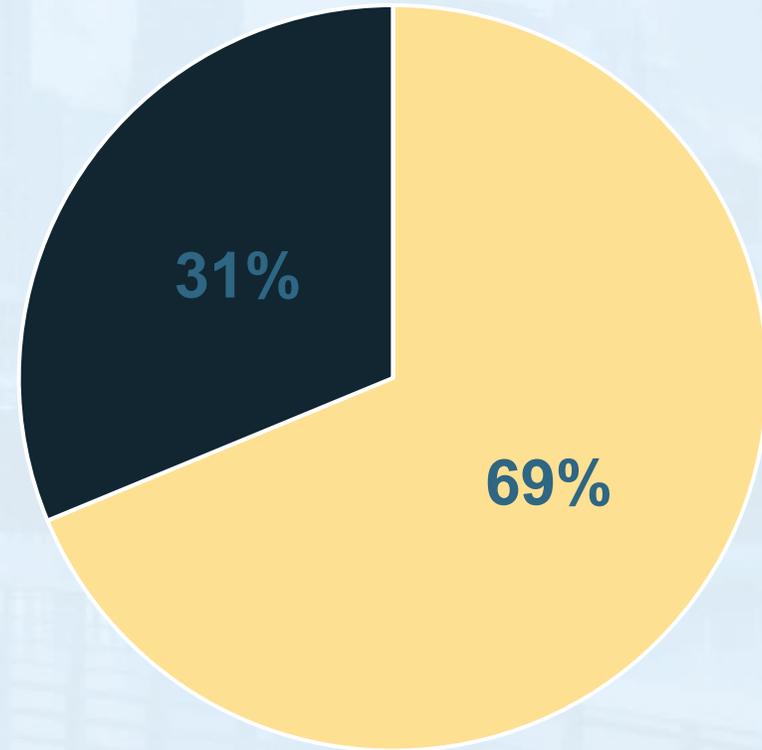
Study Resources Recommended

- *Encyclopedia of Counseling (The Purple Book)*
- *Mometrix Study Guides*
- *Dr. Pam videos*
- *Academic World Changers Coaching Service*
- *Pocket Prep*

Candidate Perceptions after Attempt #2 of NCE



- Felt like I had not prepared enough
- Felt like I had prepared appropriately

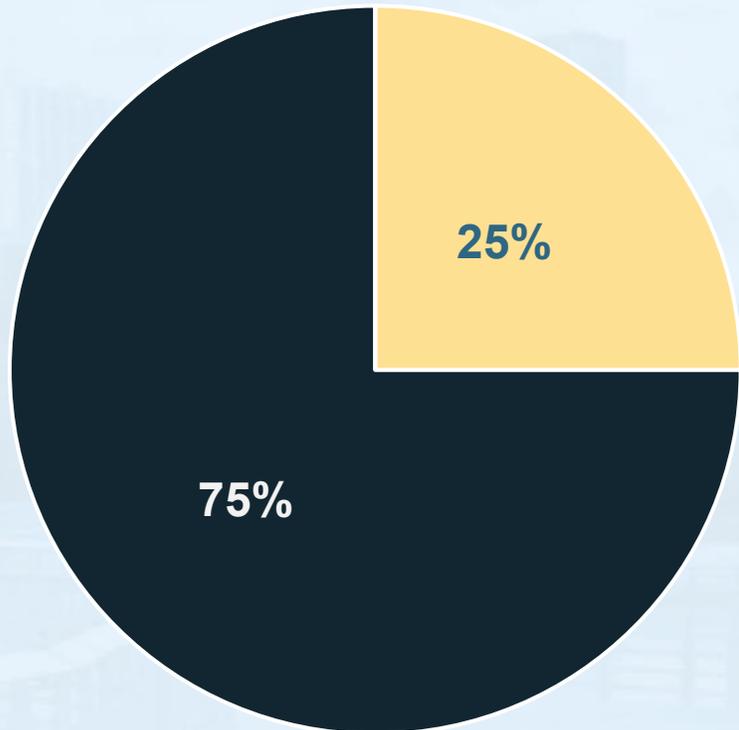


- The examination was appropriately difficult
- The examination was too hard

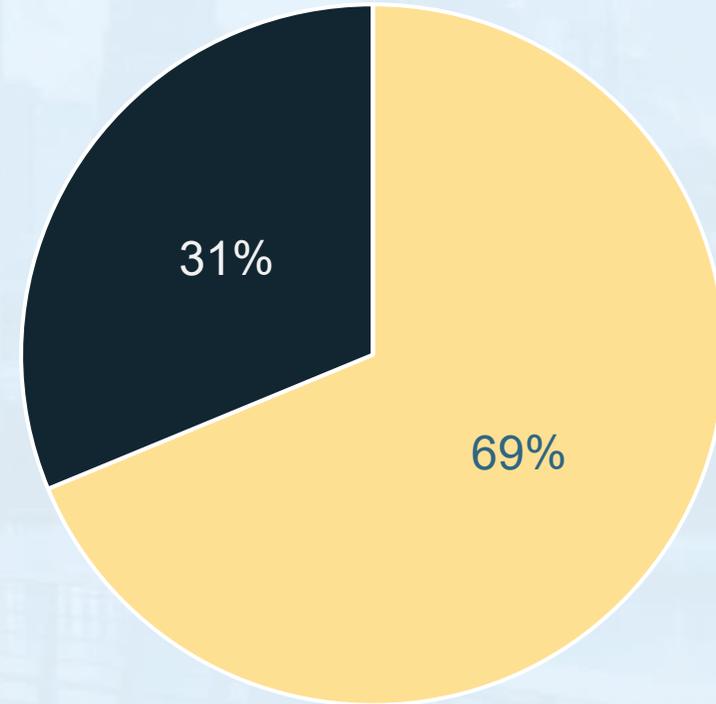
Common Attributions for Successful Attempt #2

Reason	% Endorsement
Studied adequately (e.g., studied harder on my own, took a preparation course, etc.)	50%
Relaxation and stress management techniques (e.g., meditation, etc.)	44%
Familiarity with the examination (e.g., knew what to expect, paced myself better)	39%
Personally felt better (e.g., got enough sleep, felt ready)	33%
Better testing environment (e.g., room was less distracting, got needed accommodations)	28%

Candidate Perceptions after Attempt #1 of NCMHCE



- Felt like I had prepared appropriately
- Felt like I had not prepared enough



- The examination was appropriately difficult
- The examination was too hard

Common Attributions for Failing Attempt #1

Reason	% Endorsement
Test anxiety (e.g., nerves, fear of failure)	67%
Lack of adequate preparation (e.g., didn't study enough, didn't study the right materials)	50%
Examination content (e.g., questions too hard, format too difficult, not enough time to complete)	44%
External testing conditions (e.g., distractions in the room, too hot/too cold, external stressors)	11%
Personal challenges (e.g., felt sick, didn't get enough rest, etc.)	6%

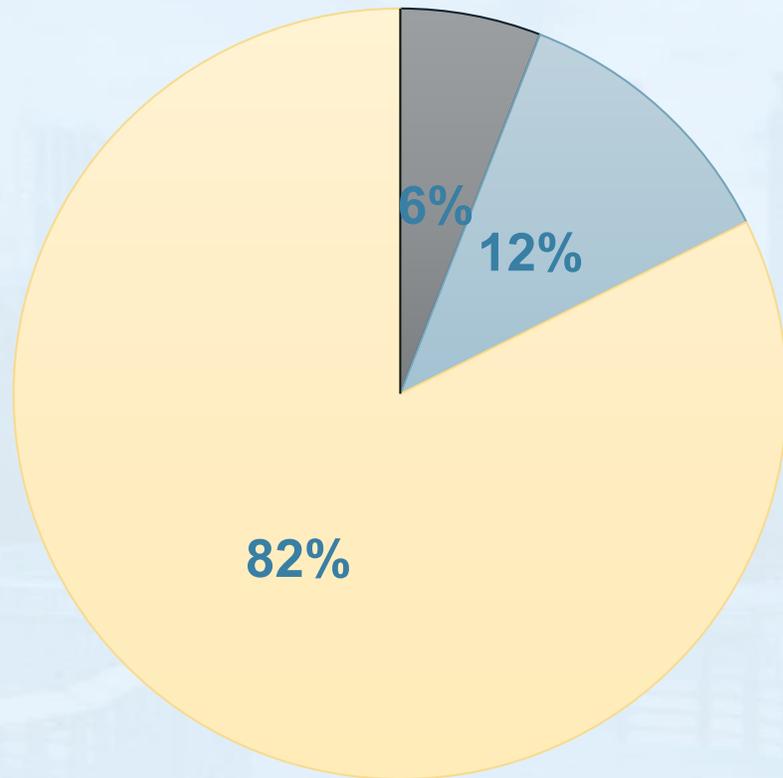
Recommendations for Studying

- “Take free practice exams from tests.com and Counselingexams.com. Take learning beyond surface level of what to do to why you should do it...and when to do it versus when not to do it, and why?”
- “Study the vignets more closely, as they incorporate the rules and laws within them; it is not about the specifics, but rather about applying them.”

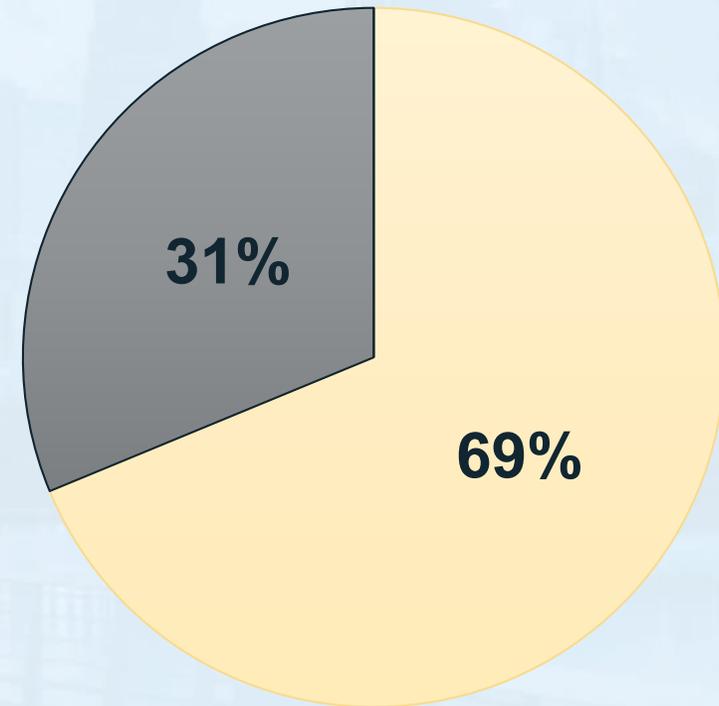
Study Resources Recommended

- *CounselingExam.com*
- *NCMHCE Online Study Guide*
- *ClinicalExamWorkshop.com*
- *Pocket Prep*

Candidate Perceptions after Attempt #2 of NCMHCE



- Felt completely unprepared
- Felt like I had not prepared enough
- Felt like I had prepared appropriately



- The examination was appropriately difficult
- The examination was too hard

Common Attributions for Successful Attempt #2

Reason	% Endorsement
Familiarity with the examination (e.g., knew what to expect, paced myself better)	72%
Studied adequately (e.g., studied harder on my own, took a preparation course, etc.)	56%
Relaxation and stress management techniques (e.g., meditation, etc.)	39%
Personally felt better (e.g., got enough sleep, felt ready)	17%
Better testing environment (e.g., room was less distracting, got needed accommodations)	11%

Coming Soon: Best Practices in Retesting!

✓ Most Frequently Reported Success Factors

- 1. Relaxation and Stress Management Techniques**
 - a. Meditation, exercise, breathing strategies
 - b. Used to reduce test anxiety and improve mental clarity
- 2. Familiarity with the Examination**
 - a. Knowing what to expect
 - b. Improved pacing and comfort with the format
- 3. Adequate Studying and Preparation**
 - a. Increased or more focused study time
 - b. Use of study guides, flashcards, practice questions, and full-length practice exams
 - c. Working with a tutor or coach
 - d. Joining or forming study groups
- 4. Better Testing Environment**
 - a. Choosing a quiet or more comfortable setting (e.g., testing center instead of at home)
 - b. Fewer distractions and/or better accommodations
- 5. Personally Felt Better**
 - a. Getting more rest before the exam
 - b. Improved physical/mental health and confidence
 - c. Feeling more prepared and emotionally balanced
- 6. Professional Coaching/Tutoring**
 - a. One-on-one or group sessions
 - b. Often paired with structured study programs
- 7. More Practice with Case Vignettes (specific to NCMHCE)**
 - a. Deepening understanding of scenarios and decision-making

📄 Summary Recommendation List (Best Practices)

- Use stress-reduction techniques consistently leading up to the exam.
- Take practice tests to build familiarity with exam format and pacing.
- Increase study time and use varied materials (books, online platforms, flashcards).
- Consider hiring a tutor or joining a coaching program.
- Study with peers if group learning helps reinforce material.
- Choose a distraction-free and supportive test environment.
- Maintain healthy routines: rest, hydration, and exercise.
- Review past exam experience to refine strategy for the retake.

✓ Study Strategy Recommendations

- 1. Use High-Yield Study Tools**
 - a. *Top recommended resources:* Pocket Prep (especially for NCE), CounselingExam.com (especially for NCMHCE), Dr. Rosenthal's Encyclopedia of Counseling.
 - b. Practice with full-length simulations to build stamina and understand pacing.
- 2. Targeted Content Mastery**
 - a. Focus on core areas like theories, ethics, DSM-5-TR diagnoses, and treatment interventions.
 - b. Learn not just the name of the *orosis* interventions, but also *when and why* to apply them.
 - c. Refresh academic-style thinking—think clinically and diagnostically, not just practically.
- 3. Structured Study Time**
 - a. Suggested: **10-20 hours per week for 6-8 weeks.**
 - b. Gradually increase intensity as the test date approaches.
 - c. Study smarter, not just longer—prioritize weak areas and avoid overstudying minor topics (e.g., statistics).
- 4. Practice Mindset Shift**
 - a. Think like the test: Answer based on exam logic, not personal clinical judgment.
 - b. Treat it like a *clinical classroom case study*, not a real client session.

💡 Test Anxiety & Mental Readiness

- 5. Manage Test Anxiety**
 - a. Use breathing techniques, meditation, or visualization.
 - b. Recognize the signs of anxiety and adjust strategies (e.g., don't change answers, pace yourself).
 - c. Use accommodations if eligible (e.g., extended time).
- 6. Take the Test When You're Mentally Ready**
 - a. Retest as soon as eligible if the material is still fresh.
 - b. Don't delay too long unless more preparation is needed.

🧠 Learning Style & Study Environment

- 7. Know Your Learning Style**
 - a. Use audio, flashcards, or interactive apps (like Pocket Prep) if you're a visual or auditory learner.
 - b. Studying in *small consistent chunks* often yields better retention.
- 8. Choose the Right Test Environment**
 - a. Select a setting (home or center) based on your distraction threshold.
 - b. Visit the center beforehand, or ensure your home setup is quiet and test-compliant.
 - c. Avoid high-stress elements like long drives or last-minute prep on exam day.

📖 Coursework & Experience

- 9. Make the Most of Relevant Coursework**
 - a. Courses in *theories, diagnosis, ethics, assessment, and psychopathology* were most useful.
 - b. Avoid overinvesting in lower-impact courses (e.g., statistics or dev psych with limited exam coverage).
- 10. Leverage Real-World Experience Thoughtfully**
 - Clinical experience is a double-edged sword—remember the test wants the *theoretical answer*, not always the practical one.
 - Use your experience to inform judgment, but stay anchored in test-based rationale.

📌 Additional Tips

- 11. Avoid Social Media Negativity**
 - Stay away from discouraging posts or stories about people who failed multiple times.
 - Only engage in online groups for useful study strategies or materials.
- 12. Use Support Systems**
 - Study buddies, mentors, tutors, or supportive family can boost confidence and accountability.
 - Ask recently licensed peers what worked for them.
- 13. Be Intentional with Your Retake**
 - Reflect on what went wrong the first time.
 - Adjust study strategy, environment, or mindset—not just study harder.

New State Reports



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Report Page 1

- ✓ • **Table Comparing State to National Exam Performance**
 - *Includes: basic descriptives*

- ✓ • **Graphical Distribution**
 - *Shows state exam performance compared to the country*

2024 Annual Performance Report

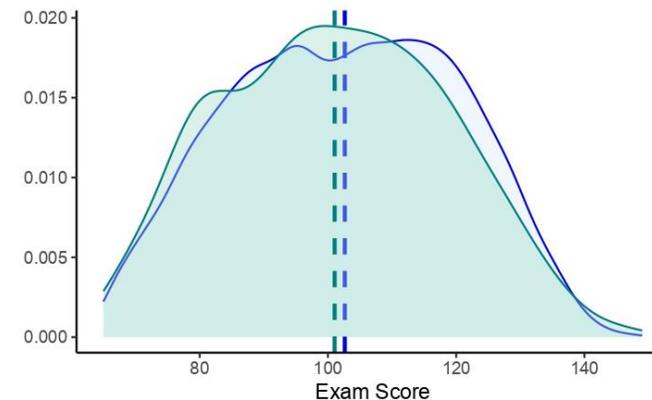


North Carolina

This report reflects exam performance for candidates who tested from January 1st, 2024 through December 31st, 2024. The table below displays general descriptive statistics for the National Counselor Exam (NCE) for licensure candidates who tested in 2024 from [North Carolina](#). Exam performance for all [US](#) licensure candidates is also provided for reference. As seen below, the average score for candidates from [North Carolina](#) was 1.5 point(s) lower than the [national](#) average.

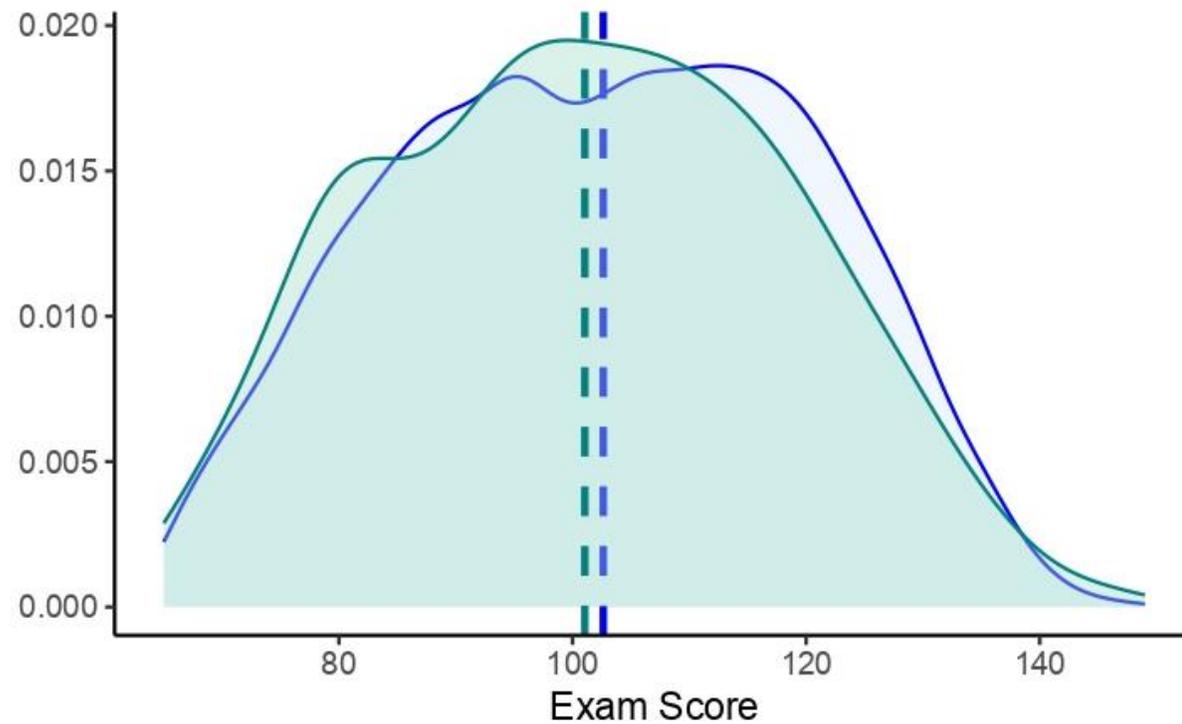
	N	Pass Rate	Min	Med	Max	Mean	SD
NC	581	74%	65	101	147	101.1	17.4
US	14748	74.3%	65	103	149	102.6	17.6

The graph below presents the distribution of exam scores in [North Carolina](#) and [nationally](#). Average scores are marked by the dotted lines.



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The graph below presents the distribution of exam scores in North Carolina and nationally. Average scores are marked by the dotted lines.



Report Page 2



- **Time on the Exam**
- *Includes: basic descriptives on time spent on the exam*



- **Work Behavior Performance**
- *Shows average score by each domain*
- *Boxplots show how domain performance compares*

The table below reflects the minimum, median, and maximum testing time for successful candidates from [North Carolina](#) and [nationally](#). Candidates are allowed 255 minutes to complete the examination unless approved for testing accommodations. They receive 15 minutes to complete the testing agreement and tutorial, 225 minutes (3 hours and 25 minutes) for examination questions, and an optional 15-minute break. ISD reflects insufficient data to calculate. Candidates with extra time were not included in this analysis.

	Time on the Exam (minutes)		
	Min	Med	Max
NC	78	165	237
US	77	162	255

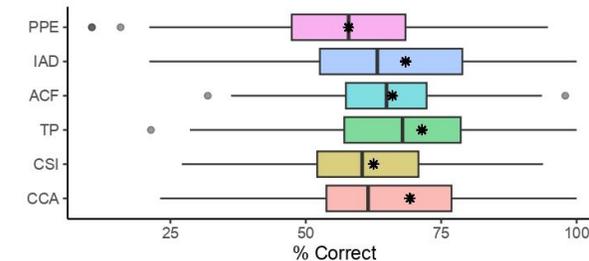
Work Behavior Performance

The table below provides further information about how [North Carolina](#) compares to the [nation](#) on specific work behavior domains. For more information about these domains, please refer to the [NCE Handbook](#).

Each row presents descriptive statistics of the average number correct for each work domain. State statistics are presented in [teal](#), and national statistics are presented in [blue](#).

Work Behavior	#Q	% Exam	Mean	SD
Professional Practice and Ethics	19	12	10.7	3.0
			10.9	3.1
Intake, Assessment, and Diagnosis	19	12	12.4	2.9
			12.6	2.8
Areas of Clinical Focus	47	29	30.5	5.6
			31.1	5.5
Treatment Planning	14	9	9.3	2.1
			9.6	2.1
Counseling Skills and Interventions	48	30	29.5	6.2
			29.9	6.2
Core Counseling Attributes	13	8	8.4	2.1
			8.6	2.1

The boxplots below reflect the distribution of performance for each work behavior for [North Carolina](#). The [national](#) median for each work behavior is marked by a black star.



Report Page 2



• Time on the Exam

- *Includes: basic descriptives on time spent on the exam*

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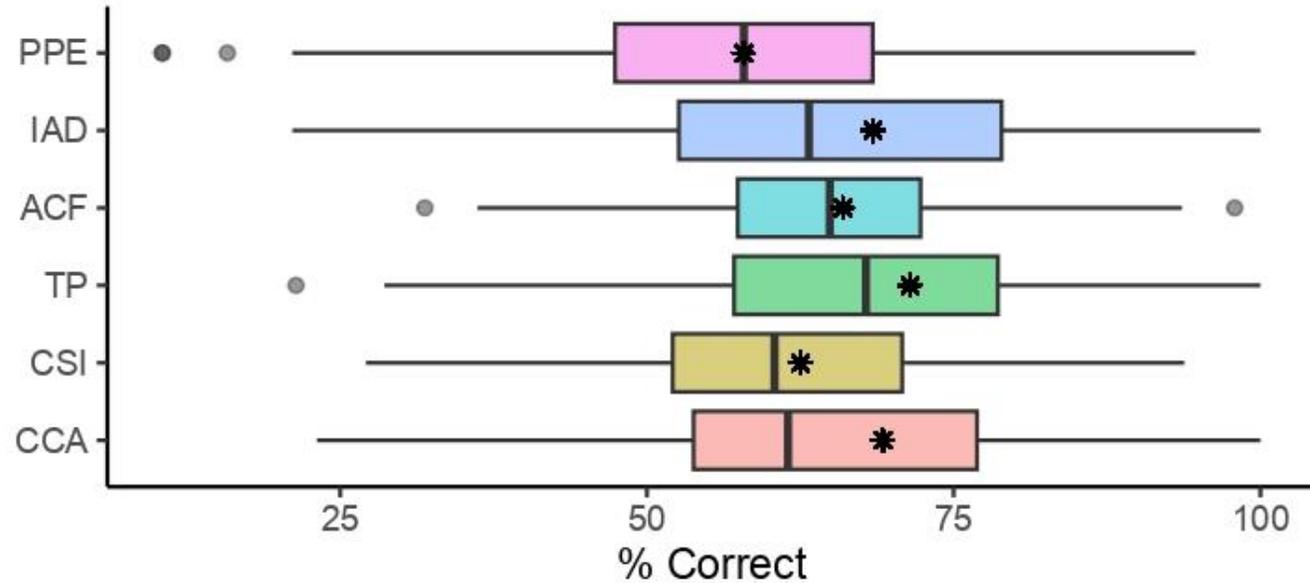
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25 50 75 100
% Correct

Report Page 3



- **Exam Form Statistics**
- *Includes descriptives across all forms of the exam that year*

Form-Level Examination Performance

In 2024, twenty-one different forms of the NCE were available for testing. The table below describes the performance of the eleven forms which had over thirty examinees.

	146420	146520	146620	146A24	146B24	146C24	146D24	146H24	146I24	146J24	146K24
N	1428	1426	1419	1094	1180	1106	1036	1506	1588	1509	1413
Mean	101.95	103.43	102.89	103.81	104.47	103.56	104.76	101.06	102.75	100.60	101.43
SD	17.05	17.25	17.50	17.68	17.35	17.04	17.93	18.02	17.87	16.87	18.02
Min	65	65	65	65	65	65	65	65	65	65	65
Med	102	104	103	105	105	104	106	100	103	101	101
Max	148	147	147	143	147	147	145	140	149	141	144
PP	89	90	90	86	87	88	87	91	92	93	90
%Pass	75%	76%	74%	82%	83%	80%	81%	68%	70%	66%	71%
Rel	0.91	0.92	0.92	0.93	0.92	0.92	0.92	0.93	0.92	0.91	0.93
SEM	5.51	5.44	5.47	5.26	5.34	5.24	5.18	5.39	5.45	5.40	5.30
AvgDiff	0.66	0.67	0.66	0.66	0.68	0.67	0.68	0.63	0.66	0.64	0.65
AvgDisc	0.21	0.22	0.23	0.22	0.22	0.22	0.24	0.23	0.23	0.22	0.24
DC	0.94	0.95	0.95	0.97	0.96	0.96	0.96	0.93	0.94	0.93	0.95
SEMPP	6.28	6.27	6.27	6.31	6.30	6.29	6.30	6.26	6.25	6.24	6.27

N = number of candidates; PP = passing point; Rel = Kuder-Richardson Formula 20 (KR-20); SEM = Standard Error of Measurement; AvgDiff = Average Difficulty of Form Items; AvgDisc = Average Item-Total Correlation of Form Items; DC = Decision Consistency Index; SEMPP = SEM at Passing Point

NOTE: All analyses in this report were conducted after data cleaning to remove sessions that were incomplete due to technical issues or misconduct and after removing outliers.

For information regarding this report, please contact the Center for Credentialing & Education (CCE), the administrator for the state/jurisdiction licensure examination programs of the National Board for Certified Counselors, Inc. (NBCC).

Phone: 336.482.2856
Website: www.cce-global.org/nce
E-mail: exam@cce-global.org



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Min	65	65	65	65	65	65	65	65	65	65	65
Med	102	104	103	105	105	104	106	100	103	101	101
Max	148	147	147	143	147	147	145	140	149	141	144
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%Pass	75%	76%	74%	82%	83%	80%	81%	68%	70%	66%	71%
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THANK YOU!

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