**CERIC releases Action Plans for Guiding Principles of Career Development**

CERIC has published a series of six Action Plans for professionals working with different client groups that provide practical discussions and activities based on the Guiding Principles of Career Development. The Action Plans outline insights and ideas for working with youth, post-secondary students, educated and underemployed clients, people who are unemployed long term, newcomers to Canada and clients transitioning to retirement.

Download the Action Plans for free at [ceric.ca/principles](http://ceric.ca/principles).

**World Education Services (WES) examines career success of new immigrants in Canada**

WES conducted a survey-based study of over 6,400 skilled immigrants to examine predictors of their career success. The study examined their demographics as well as their experience, education and sector, and studied how these factors affected their employment. Among the findings:

* While most (91%) hoped to stay in the same profession post-migration, less than half (47%) were working in the same sector as they were pre-migration.
* Thirty-two percent were overqualified for their jobs.
* Gender, prior Canadian experience and sector in which the immigrant was employed prior to moving to Canada mattered the most when it came to securing employment.

Download the report at [knowledge.wes.org](https://knowledge.wes.org/).

**New CERIC publication outlines positive impact of career development on mental health**

A new CERIC-supported book by Dave Redekopp and Michael Huston makes the case that career development practice is a mental health intervention and provides skills and strategies to support career development practitioners in their work. *Strengthening Mental Health Through Effective Career Development: A Practitioner’s Guide* will help practitioners consider, improve, evaluate and communicate the mental health impact of their services.

Download a free PDF of the book or buy a print copy or ebook at [ceric.ca/publications](https://ceric.ca/publications/).

**Brookings report analyzes AI implications for labour market**

This research from the Brookings Institution – which established job exposure levels by analyzing the overlap between AI-related patents and job descriptions – finds that better-paid professionals and bigger, high-tech metro areas are the most exposed to artificial intelligence. In contrast to other research suggesting less-educated, lower-wage workers may be most exposed to displacement, the report’s authors argue that workers with graduate or professional degrees will be almost four times as exposed to AI as workers with just a high school degree.

Read the report at [brookings.edu](https://www.brookings.edu/research/what-jobs-are-affected-by-ai-better-paid-better-educated-workers-face-the-most-exposure/).

**Report outlines competencies settlement counsellors need amid rising immigration levels**

There is a pressing need for greater training of settlement counsellors as their role changes in response to rising immigration levels, according to a research report from a CERIC-funded project. The pan-Canadian research from Iren Koltermann of eCaliber Group and Dan Scott of Calience Research and Consulting identifies eight critical competencies that could form the basis of training to help settlement counsellors be successful as the job is redefined and the range of work is extended. The report found that the work of settlement counsellors needs to go beyond a traditional approach of providing direct services to immigrants to include building capacity in communities that welcome newcomers.

Read the report at [ceric.ca/project/settlement-services-workers-profile/](https://ceric.ca/project/settlement-services-workers-profile/).