CERIC 2019 SURVEY OF CAREER SERVICE PROFESSIONALS

Thinking about your career, where do you see yourself in five years?

1. Likely to be in a similar position/role within the same organization - 33.5%
2. Working in a more senior position within the same organization - 19.3%
3. Retired - 11.1%

How much time per month would you typically spend on formal professional development?

- < 1 hour: 29.9%
- 1 to 3 hours: 38.0%
- 4 to 6 hours: 18.5%
- > 7 hours: 13.6%

What is the highest level of education you have completed?

- Bachelor's degree: 41.3%
- Master's degree: 35.3%
- Some high school, high school diploma or GED: 18.2%
- Doctoral degree: 3.3%

What is your gross (before deductions) annual salary or income?

- Up to $25,000: 14.4%
- $25,001 to $40,000: 8.3%
- $40,001 to $55,000: 14.4%
- $55,001 to $70,000: 20.7%
- $70,001 to $85,000: 14.4%
- $85,001 to $100,000: 8.3%
- $100,001 or more: 6.8%

How many years have you worked in career development?

- 11 to 20 years: 29.8%
- More than 20 years: 26.6%
- Less than 1 year: 5.3%
- 1 to 4 years: 18.7%

What three topics would you most like to see career development-related research focus on?

1. Practices, approaches, techniques or tools used in career counselling/development - 40.9%
2. Labour market information - 23.3%
3. Mental health and career development - 23.3%

What is your yearly personal professional development budget as provided by your employer?

- No budget provided: 26.7%
- < $500: 21.6%
- $500 to $1,000: 19.5%
- $1,001 to $2,000: 8.6%
- $2,001 to $3,000: 8.2%
- > $3,000: 15.3%

In the past few years, do you feel the public’s perception of the value of career service professionals has:

- Improved: 30.6%
- Worsened: 5.2%
- Not changed: 45.3%
- Unsure: 23.3%

When contemplating the next step in their careers, are Canadians that you advise mostly stressed about ...

- Concerned about their ability to find decent-paying work: 49.4%
- Uncertain of strengths/interests and anxious about making the right career decision: 3.2%
- Fearful of AI/automation and what that means for their job prospects: 45.3%
- Unclear about how to get a promotion or move up in their field: 2.1%

What issues or challenges have you encountered or foresee encountering in hiring people with appropriate skills?

- “There are not enough people with the appropriate skills.”
- “Most candidates have limited counselling skills for working with marginalized, multi-barriered clients.”
- “Difficult to attract qualified and experienced people with the compensation package offered.”

1,350 career service professionals completed the survey. The online survey took place from November 1 to November 29, 2019.

For more information, visit ceric.ca/surveys