ACF Switzerland
Statistics 2012

Data collected through ACF Switzerland
&
collated by Dr. Bernard Christen, Kellerhals Anwälte, Basel

SUMMARY VERSION

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FOR EXTERNAL USE

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1. **Introduction & caveat**

The statistics below summarize the 2005 to 2012 data over 8 years, with 2007 data fully missing. ACF collated data provided in this report represents the data provided by ACF Switzerland Member firms.

2. **Revenue by service and number of candidates**

Since 2006 the revenue of Outplacement related services is increasing at the average rate of 2.7%/year (Figure 1). This positive trend follows three years (2004-2006) of decreasing revenue, and may be due to the fact that organizations now offer Outplacement services also to low level employees, and possibly because the economic downturns in 2009 and 2011.

Coaching reached its peak in 2008 (12.5%) and since then is declining at the average rate of 1.5%/year reaching the minimum of 4.9% in 2012.

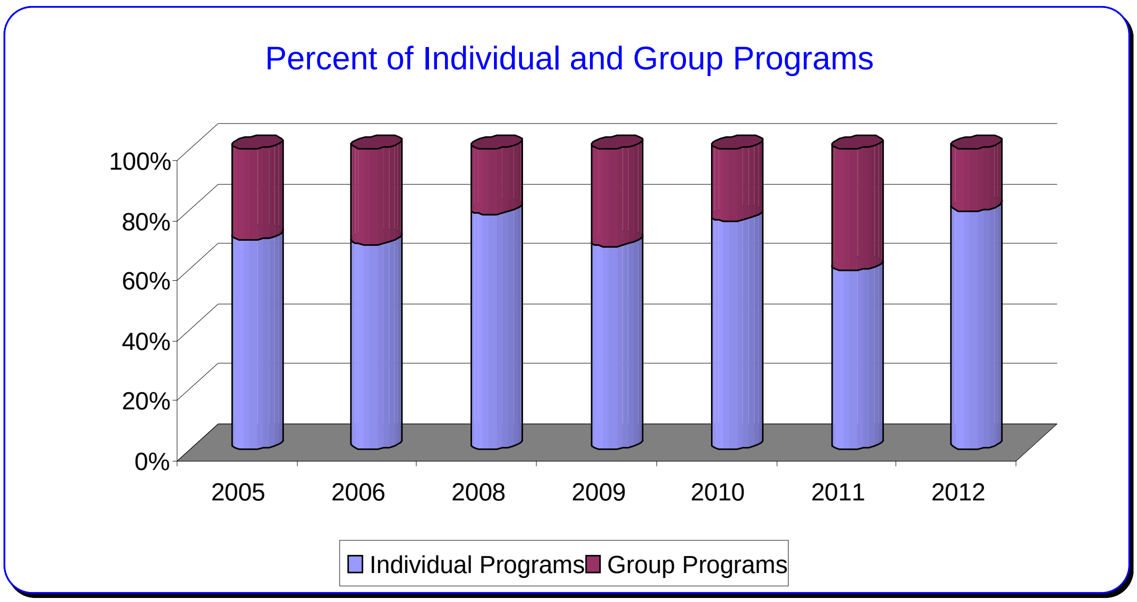

Figure 1

The percentage number of individual programs oscillates from year to year but grew on average 1.5%/year during the period 2004 – 2012 to reach the all-time high of 79.3% in 2012. The group programs follow a similar trend but with reversed sign ending to 20.7% in 2012, half the value of 2011.

The underlying assumption here is that the above figures provided by ACF Members relate to Outplacement services ONLY.

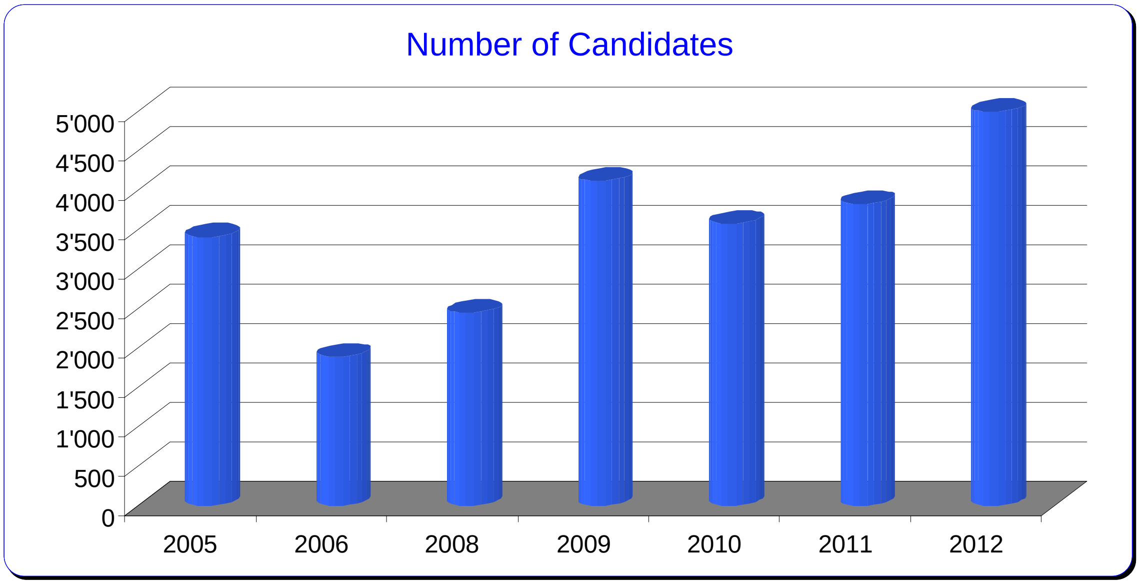

Figure 2

The number of candidates, apart from annual variability, shows, on average, a steady growth of 6.6% with respect to 2005 to reach 4983 in 2012.

These results could possibly reflect the following:

- An economic boom generating lower demand for outplacement services during the period 2004-2006) and/or

3. Candidate settlement times

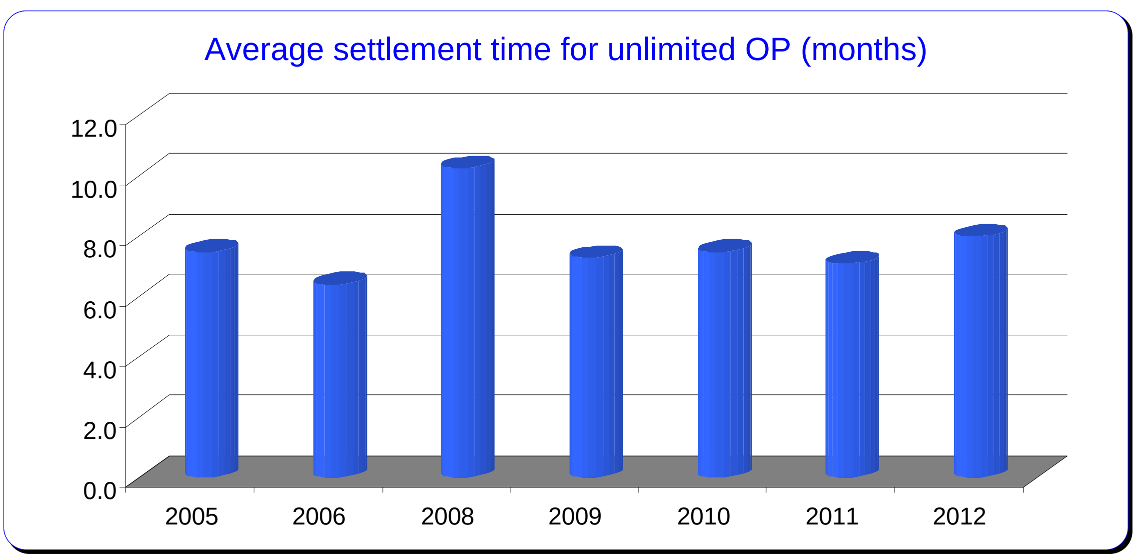

Figure 3

The settlement time after reaching a peak in 2008, possibly because of the degradation of the job market, has decreased in 2009, at 7.3 months and remained relatively stable with a slight increase in 2012 (7.9 months) in line with the historical value of 7 to 8 months (Figure 6)

Please note that this average settlement time is measured for the **unlimited outplacement only**.

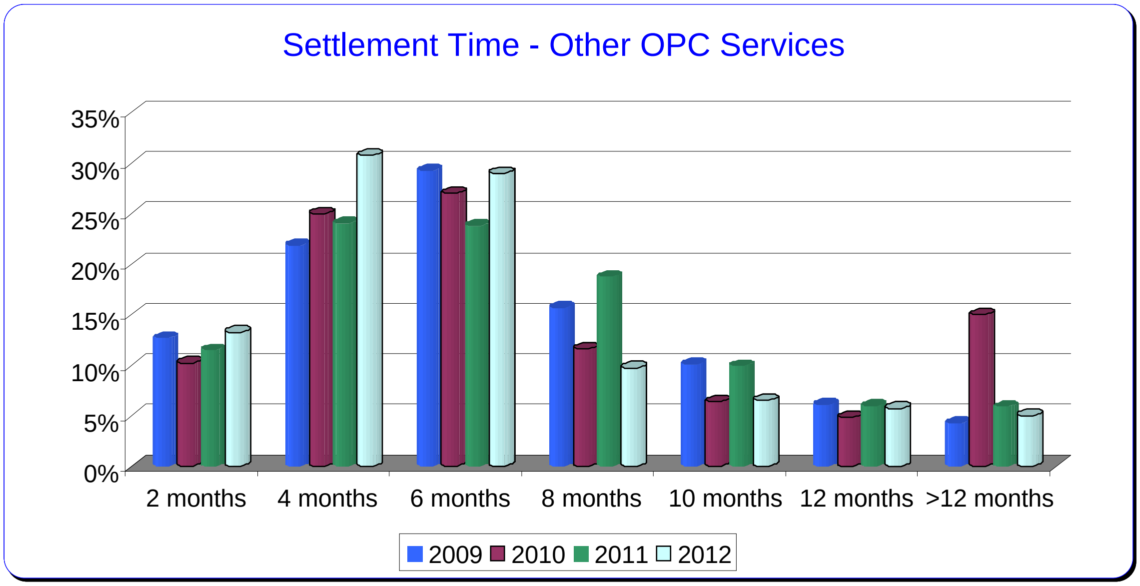

Figure 4

For the services **other than unlimited outplacement** the settlement time has constantly increasing since 2008.

While in 2008, some 73% of the candidates had found a new job in 6 months or less, this figure decreased to 64% in 2009 to remain almost stable in 2010 (62%) and decreased again in 2011 (59%). If we consider the candidates exceeding the 12 months limit these were 3% in 2008, 4% in 2009, 15% in 2010 and 6% in 2011.

It is interesting to notice that while the settlement time for **unlimited outplacement** has actually decreased between 2008 and 2011 to settle at around 7.1 months (Figure 6) for other services it has increased as shown in figure 7.

Is unlimited outplacement more effective? Apparently yes.

4. **Job search strategies**

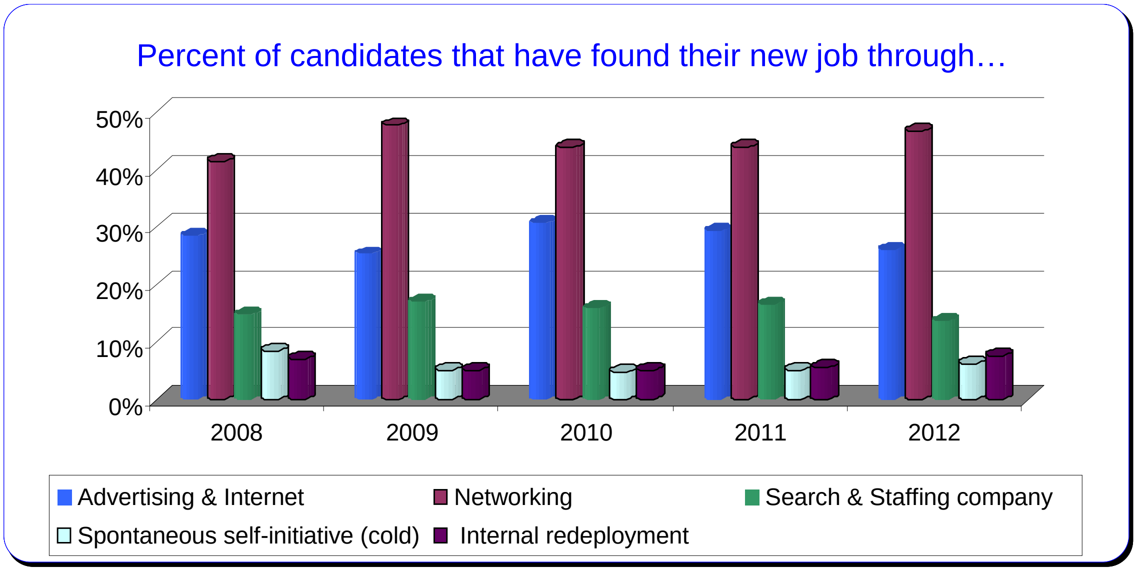

Figure 5

Networking remains by far the most effective technique for job search followed by Advertising & Internet. Outplacement services companies should give due consideration to these findings when designing their services.

5. **Education**

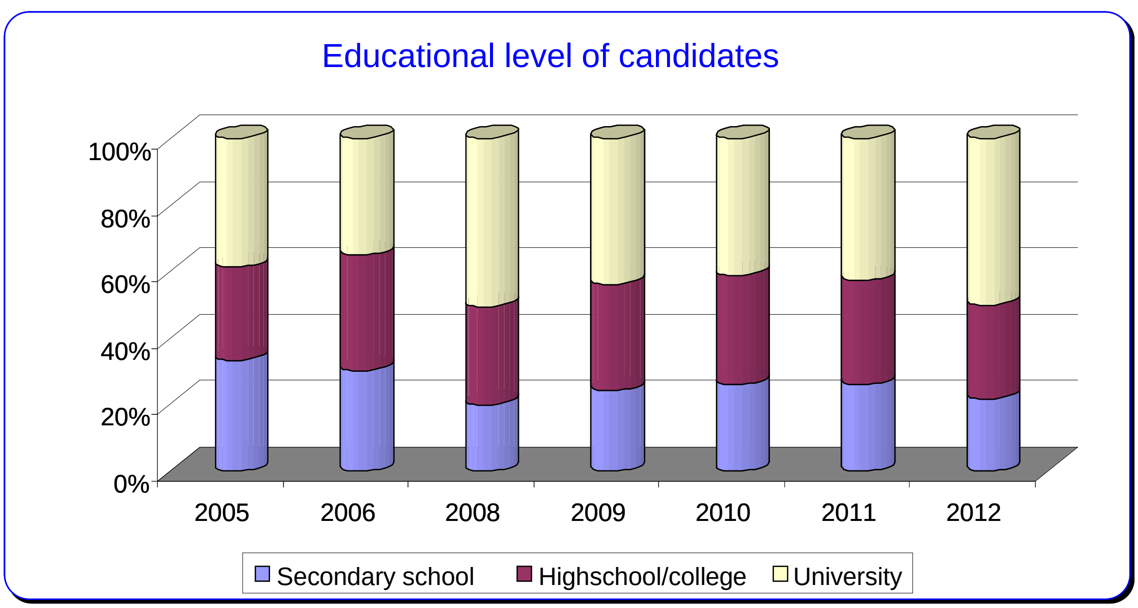

Figure 6

The percentage of candidates with university degree after reaching 51% in 2008 has since then declined to reach 41% in 2010 and rising again to 50% in 2012. Candidates with Secondary school degree have decreased almost steadily from 33% in 2005 to 21.6% in 2012. The percentage of candidates with High school degree is practically constant. These results indicate that the educational level of the candidates tends to rise although slowly.

6. **Industry background of candidates**

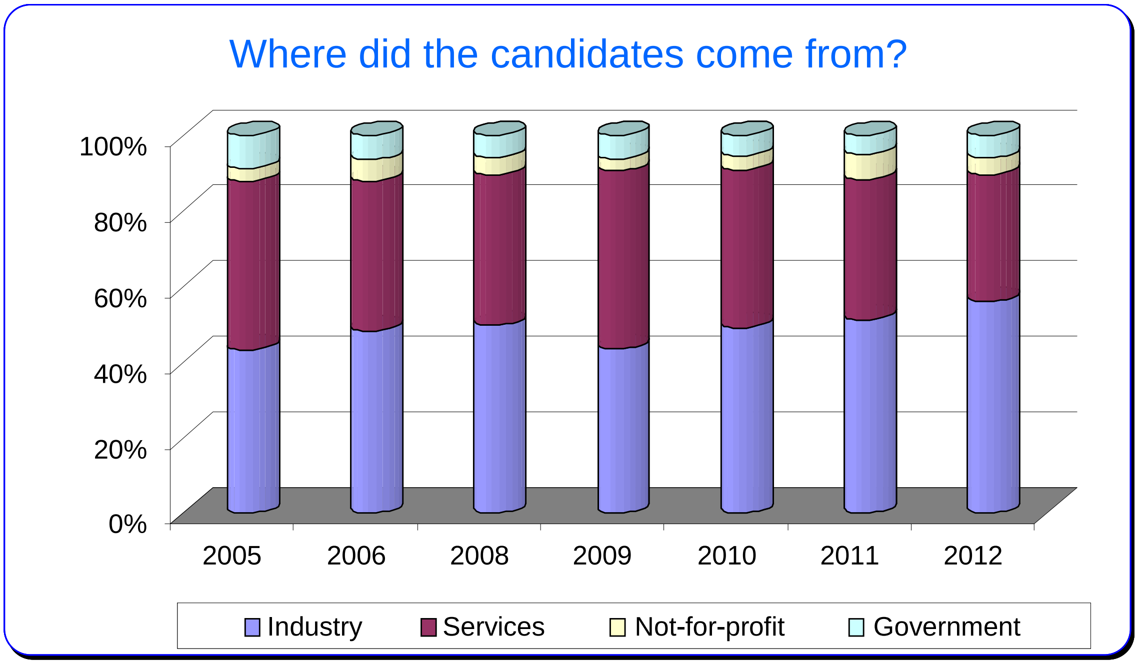

Figure 7

7. **Mobility across sectors**

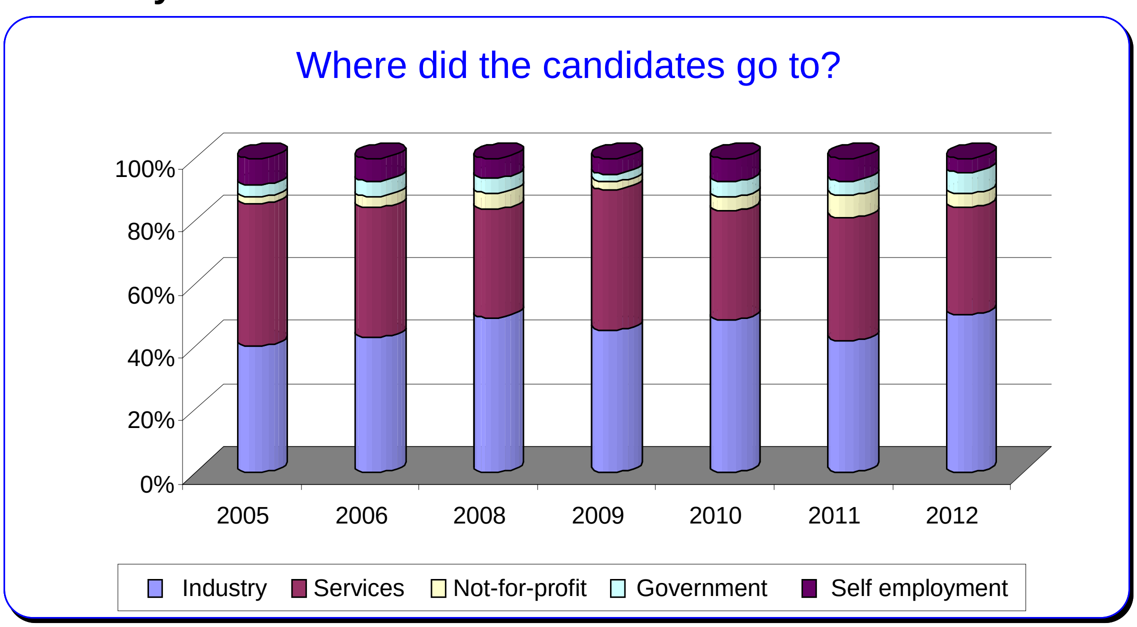

Figure 8

There is a slow increment of candidates from the industry and not-for-profit sectors and a slow decline from the services sector.

The percentage of candidates that move to self employment after a slow decline during the period 2004-2009 (about -1%/year) has increased to 7.1% in 2011.