ACF Switzerland
Statistics 2013

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 2006 to 2013 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 2.9%/year with a slight decrease (1.2%) in 2013 with respect to 2012.

Coaching reached its peak in 2008 (12.5%) and since then is declining at the average rate of 1.3%/year reaching the minimum of 4.9% in 2012 with a small recovery (1.6%) in 2013

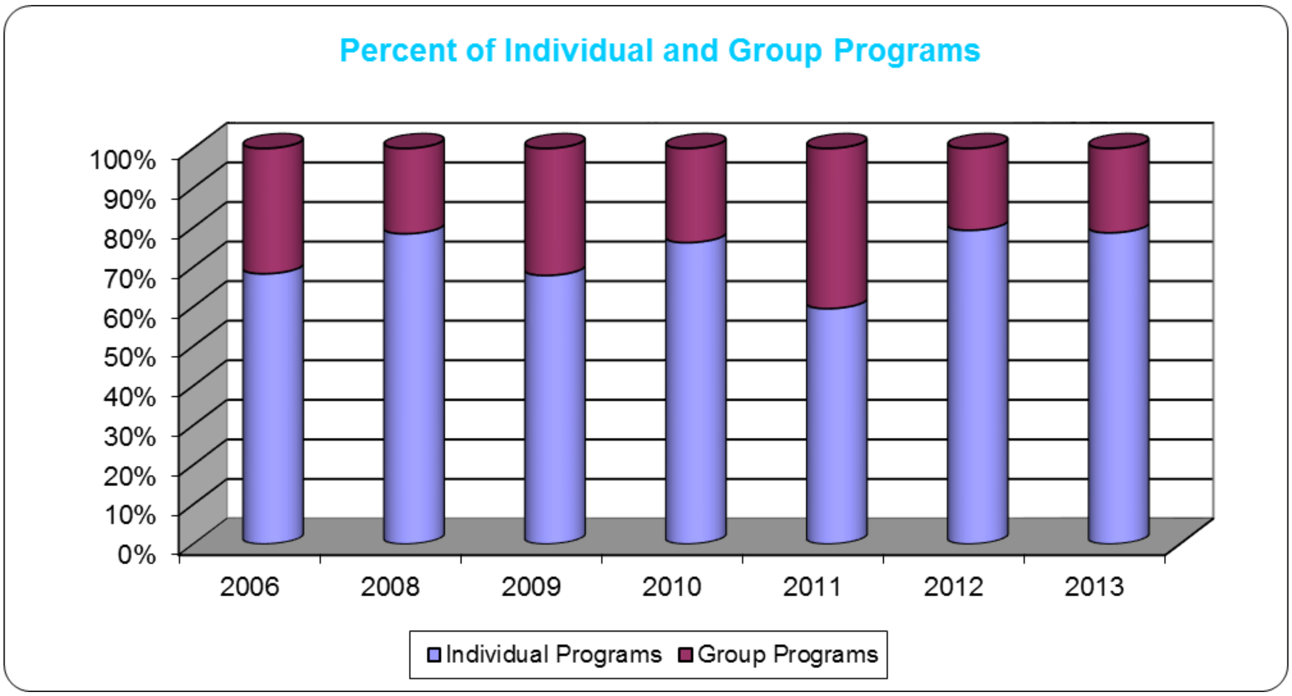

Figure 1

The percentage number of individual programs oscillates slightly from year to year but the overall trend for the period 2006 – 2013 is practically flat with a split of 79% for the Individual Programs and 21% for the Group Programs.

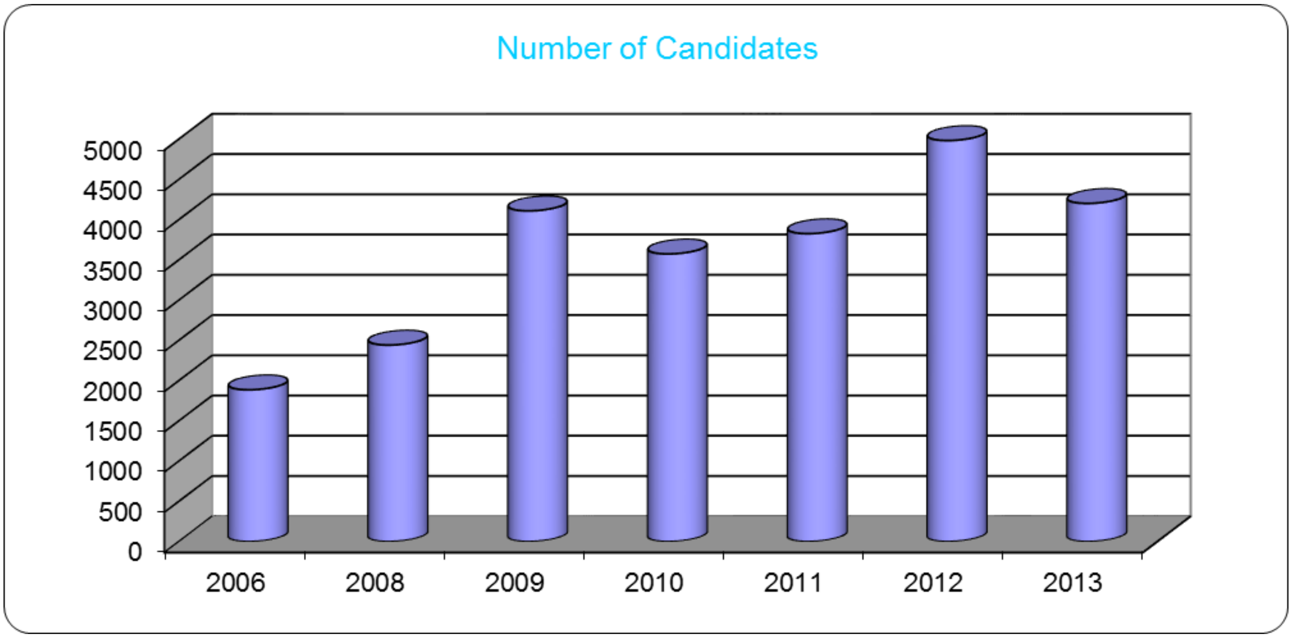

Figure 2

The number of candidates, apart from annual variability, shows, on average, a steady annual growth of 2.9% with respect to 2006 to reach 4202 in 2013 after a peak in 2012 of 4983. These results could possibly reflect an economic boom generating lower demand for outplacement services during the period 2004-2006).

3. Candidate Settlement Times

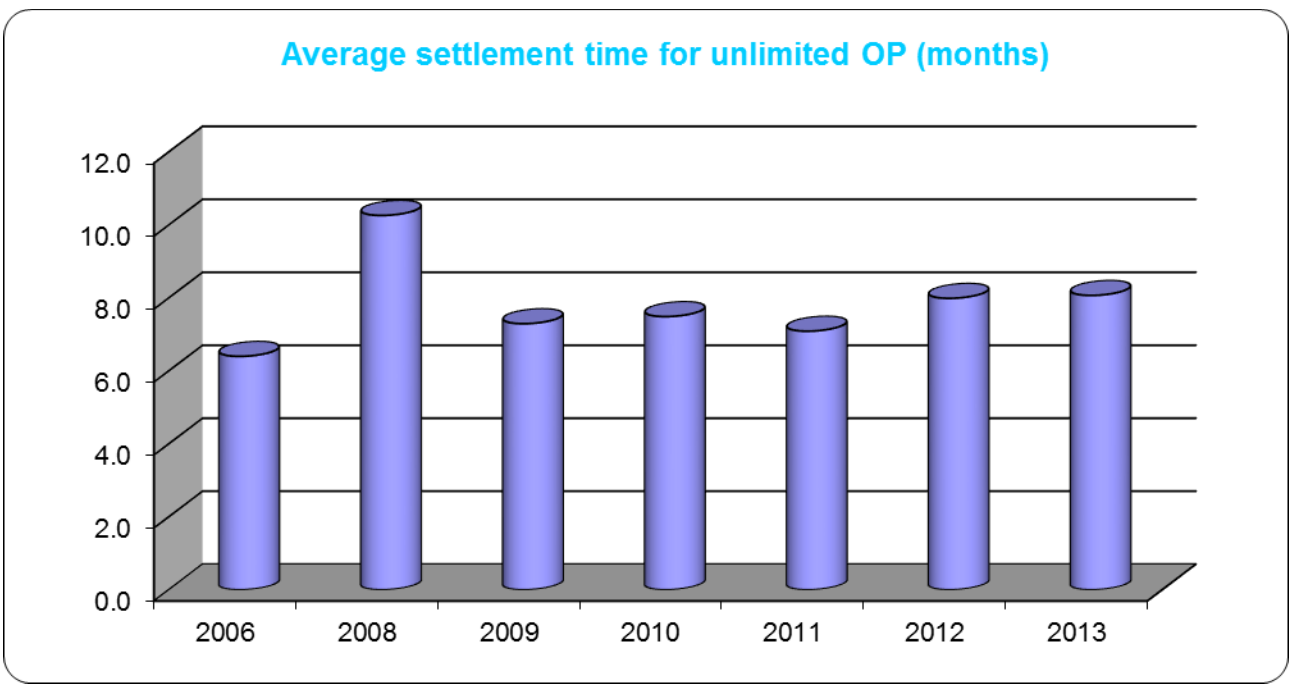

Figure 3

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 2013 (8.0 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**.

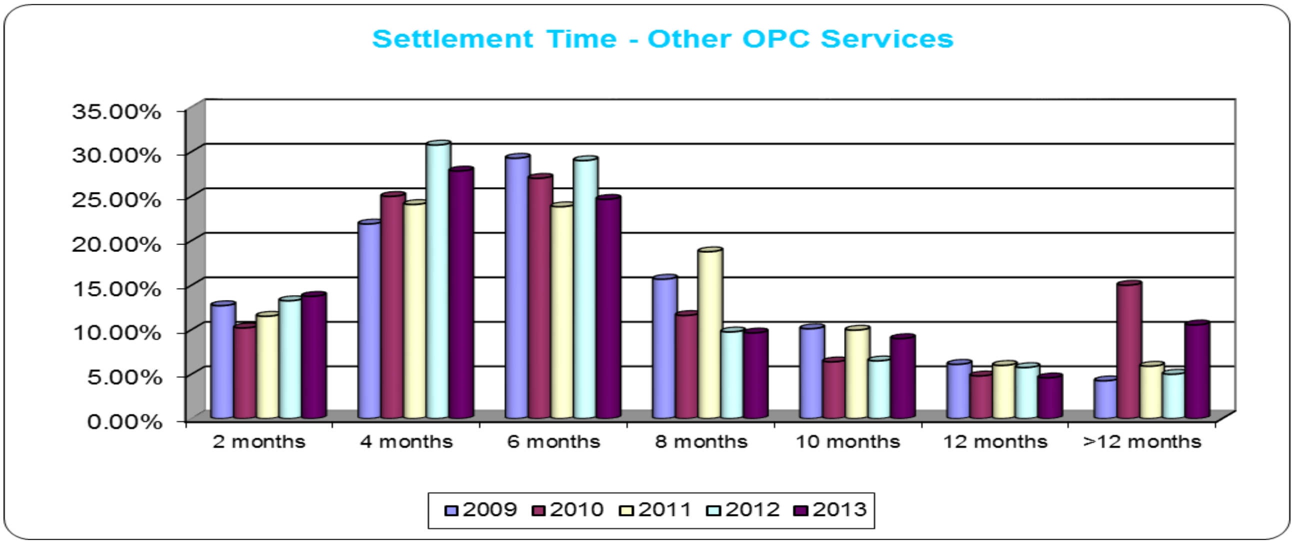

Figure 4

For the services **other than unlimited outplacement** the settlement time since 2009. On average 66% of the candidates had found a new job in 6 months or less While in 2008 and 2012, some 73% of the candidates had found a new job in 6 months or less the average of the period 2009-2013 is 66%.

4. Job search Strategies

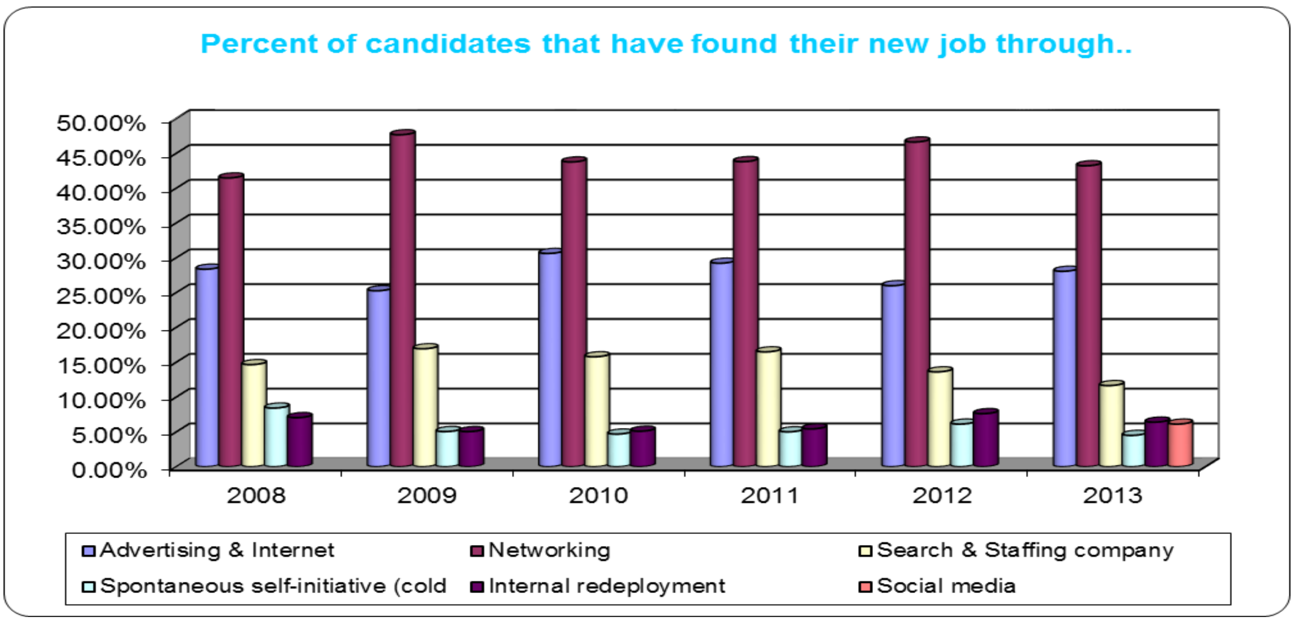

Figure 5

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. The Social Media is measured only in 2013 but it does not seem to be very effective probably because of the mixed content more focused on entertainment than professional issues. Moreover, Social Media are more relevant for networking than for straight job-search.

5. Education

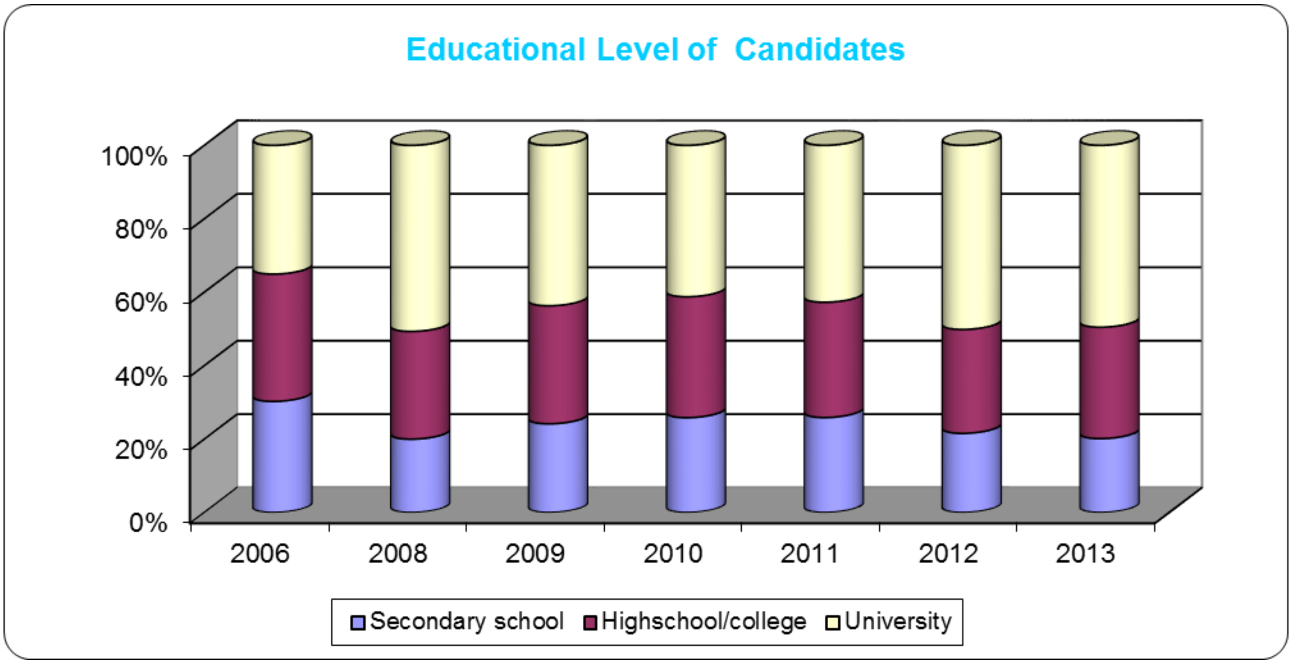

Figure 6

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 2013. Candidates with Secondary school degree have decreased almost steadily from 30% in 2006 to 20% in 2013. 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. Mobility across sectors

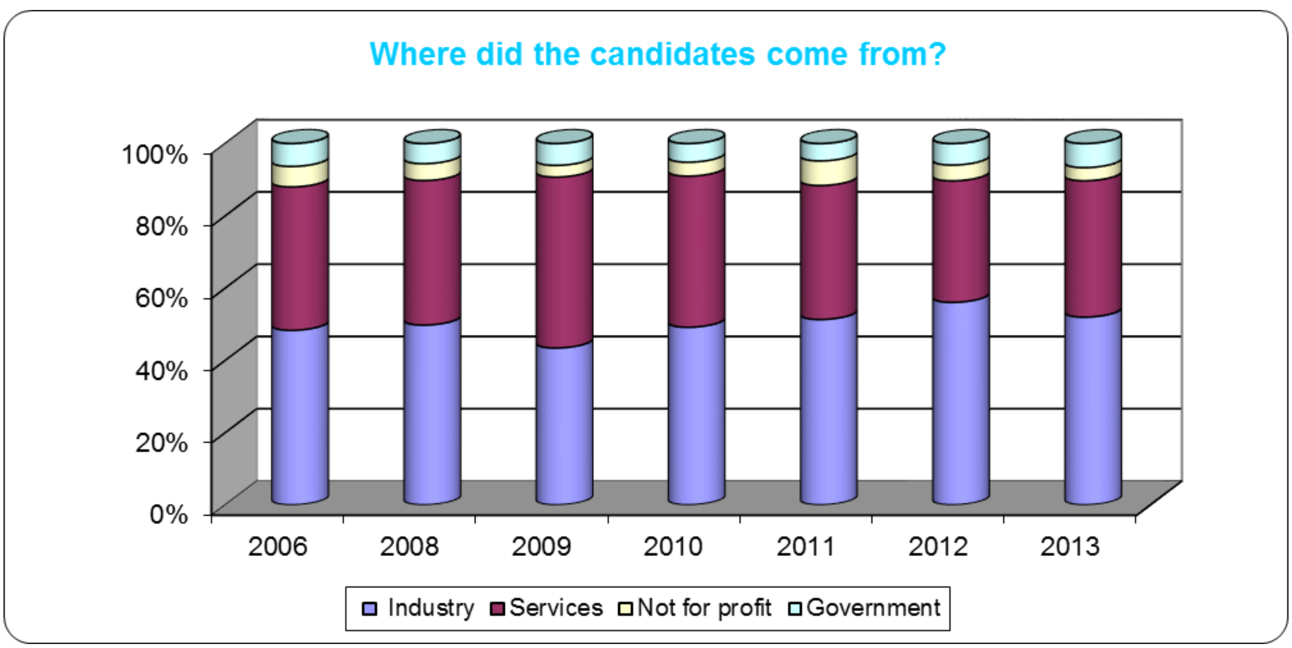

Figure 7

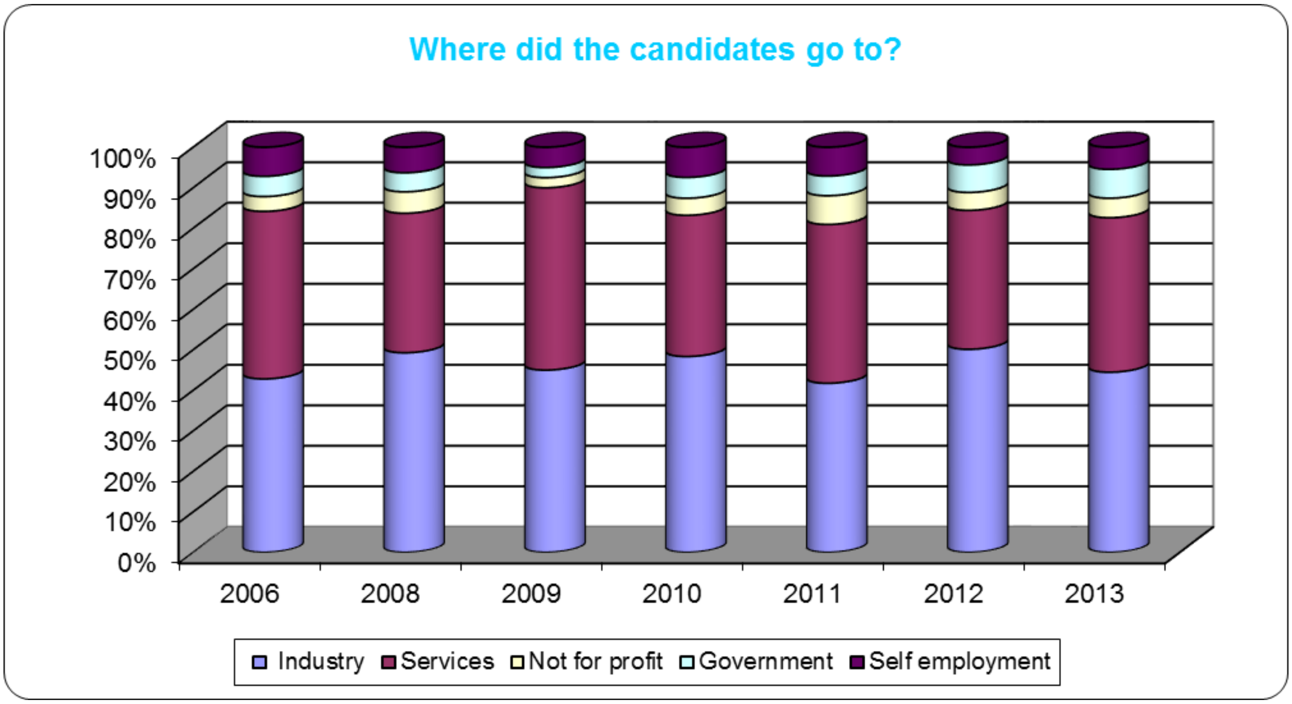

Figure 8

About 50% of the candidates came from the industry sector but only about 45% has found a job in the same sector. Candidates from the service sectors remain in the same sector.

What trends do you see for the near future?

Comments provided by Members are reproduced below as an extract of the candidates'' side: candidates show increased need for longer programs and extensive coaching due to higher needs on the job market