

Statistics 2014

Summary version

**Data collected through ACF Switzerland
&**

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1. Introduction & caveat

Founded in 2003, ACF Switzerland is a not-for-profit Association registered in the Zurich Register of Commerce. It groups the key players across Switzerland that are engaged in the professional practice of career development and organizational change. ACF Switzerland member firms collated the data provided in this report. The statistics below summarize the 2008 to 2014 data over the last 7 years.

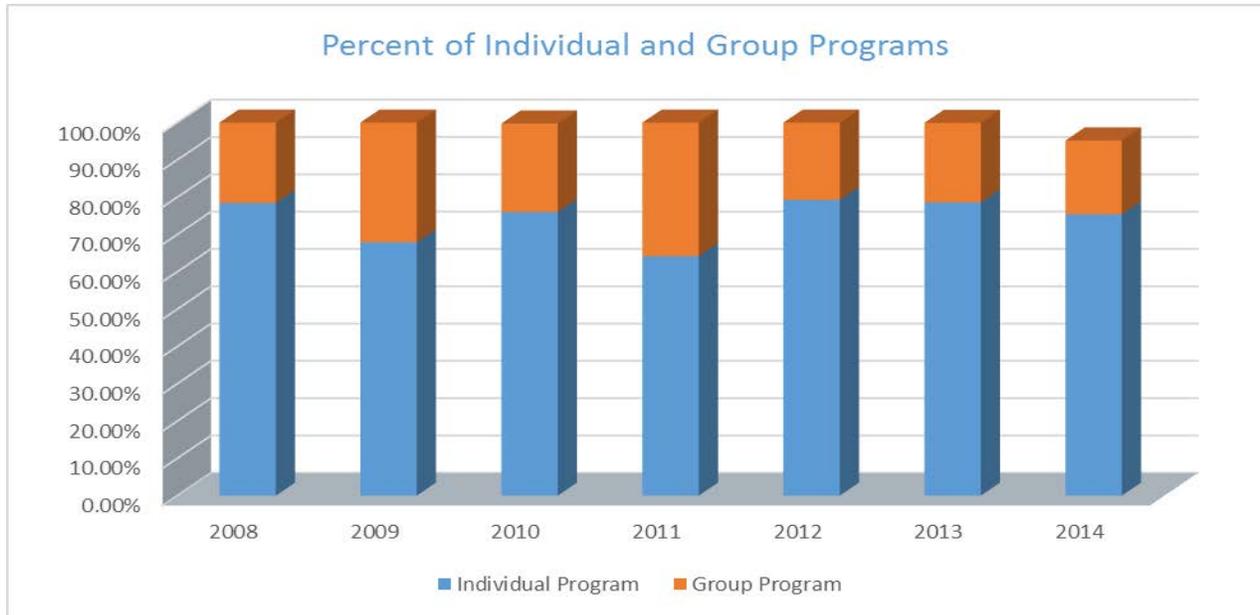


Figure 1

The percentage number of individual programs varies slightly from year to year but the overall trend for the period 2008 – 2014 is practically identical. However, we notice a decrease of 4% over the period 2012-2014. The ratio of 79% for the Individual Programs and 21% for the Group Programs is practically constant over the period considered.

2. Candidate Settlement Times

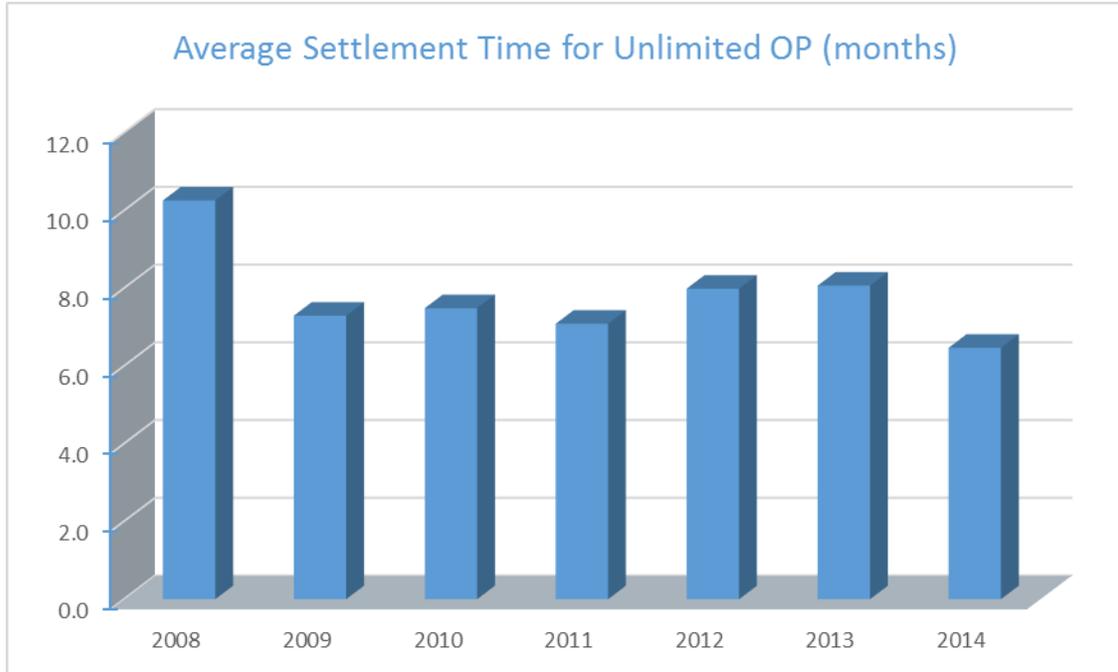


Figure 2

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 decrease (6.5 months) in 2014, below the historical average value of 7.8 months.

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

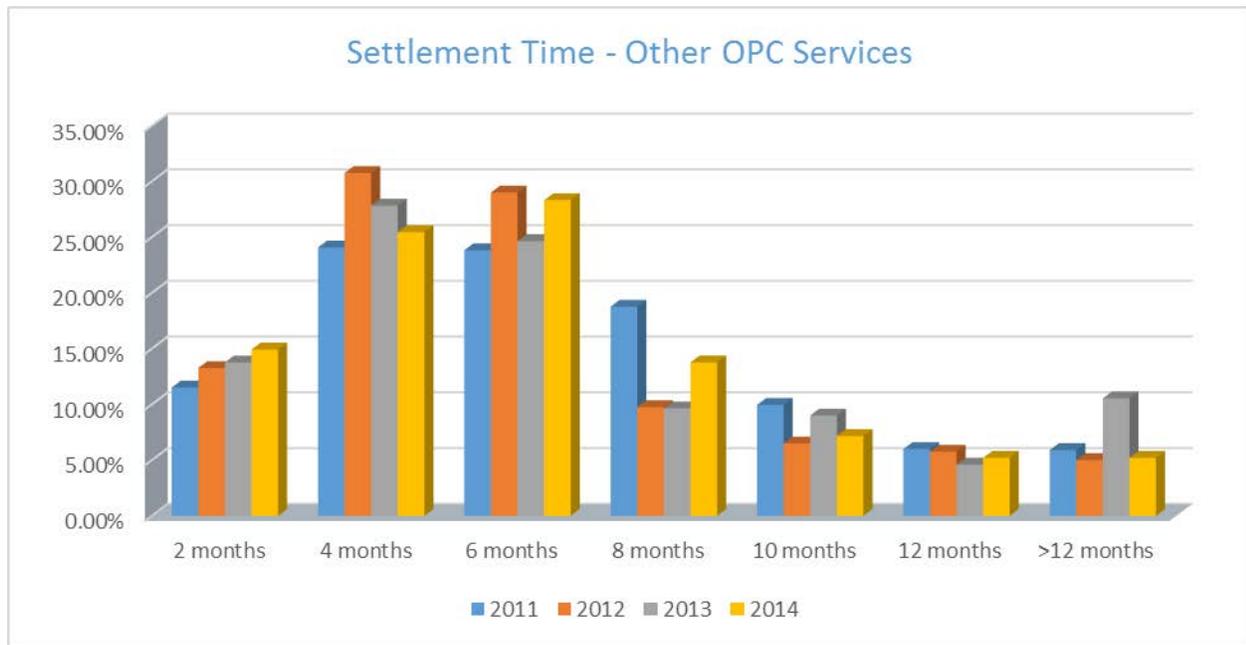


Figure 3

For the services **other than unlimited outplacement** the settlement time since 2011. On average 66% of the candidates had found a new job in 6 months or less, this figure is constant over the period 2008-2014.

3 Job search Strategies

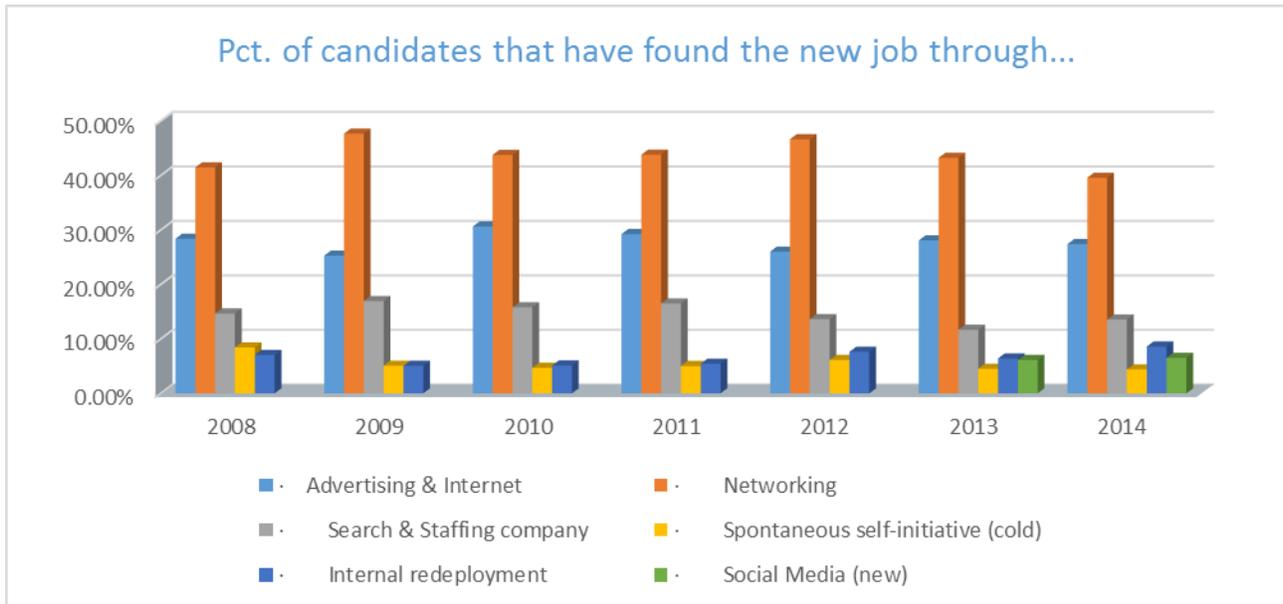


Figure 4

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 since 2013 but it does not seem to be very effective probably because of the mixed content more focused on entertainment than professional issues.

4 Educational Level

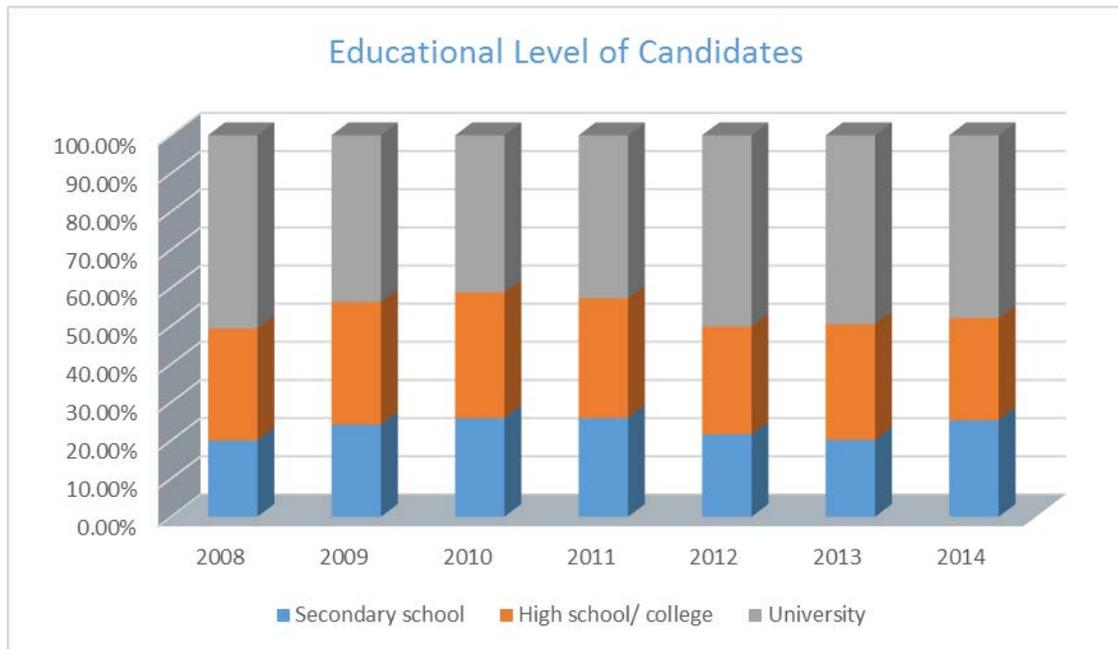


Figure 5

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 close to 50% since 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.

5 Mobility across Sectors

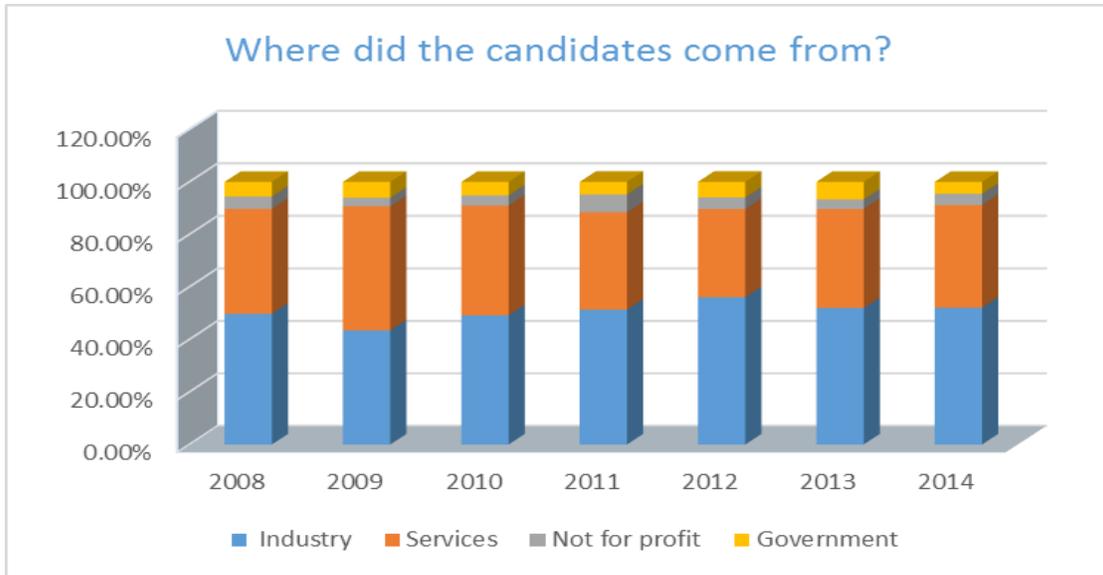


Figure 6

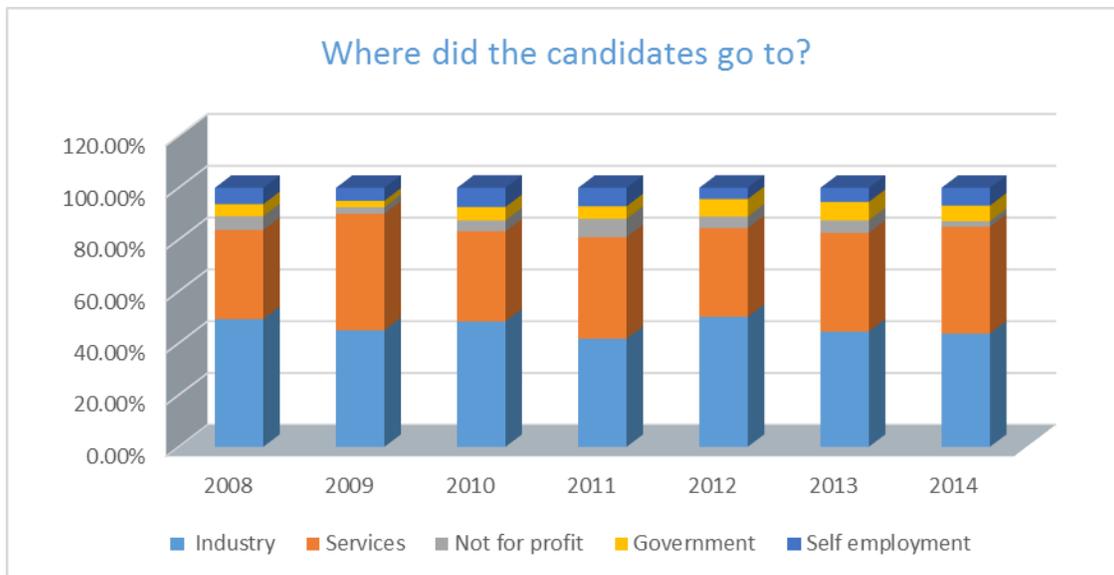


Figure 7

About 50% of the candidates came from the industry sector but only about 45% have found a job in the same sector. Candidates from the service sectors remain in the same sector. Self-employment seems to be on the rise