

ACF Switzerland Statistics 2015

**Data collected through ACF Switzerland
&
Collated by Kellerhals Anwälte, Basel
Summary version**

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1. Introduction & caveat

Founded in 2003, ACF Switzerland is a not-for-profit organization registered in the Zürich Register of Commerce under the firm name “Swiss Outplacement Association.”. It groups the key players across Switzerland that are engaged in the professional practice of career development and organizational change. ACF member firms collated the data provided in this report. The statistics below summarize the 2009 to 2015 data over 7 years.

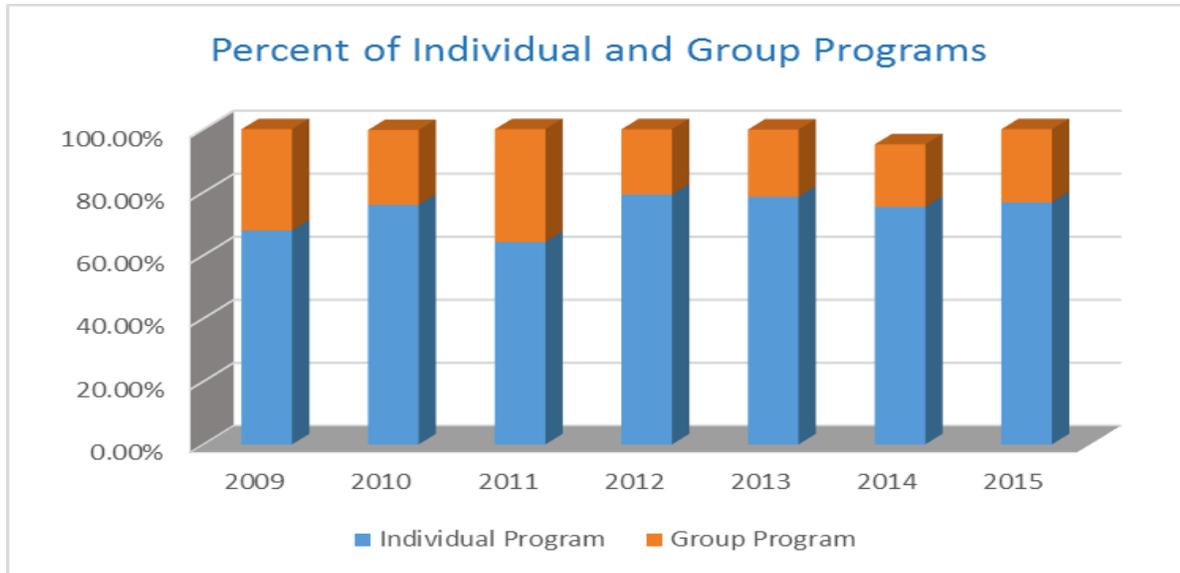


Figure 1

The percentage number of individual programs varies slightly from year to year but the overall trend for the period 2009 – 2015 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

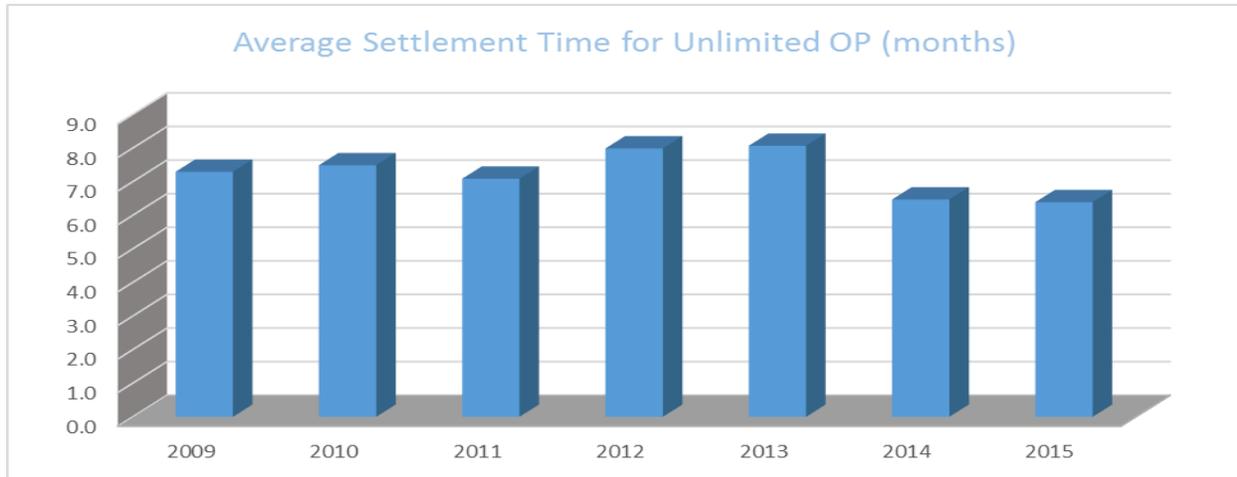


Figure 2

The settlement time was relatively stable during the period 2009-2013 (7.6 months) with an encouraging drop to 6.3 months during 2014-2015.

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

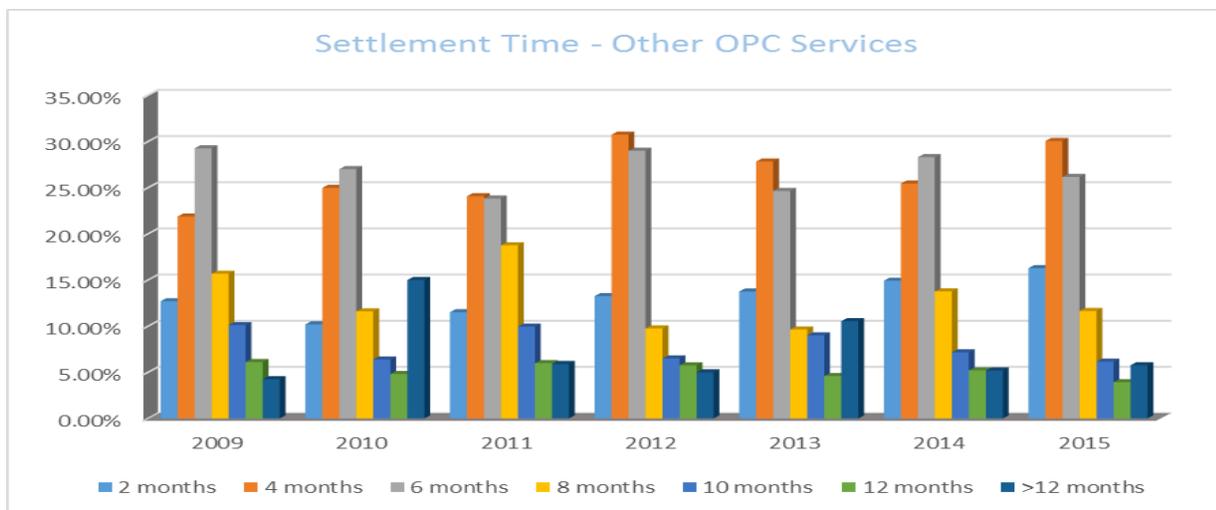


Figure 3

For the services **other than unlimited outplacement** the settlement time since 2009.

On average 66% of the candidates had found a new job in 6 months or less, this figure is constant over the period 2009-2015.

3. Job Search Strategies

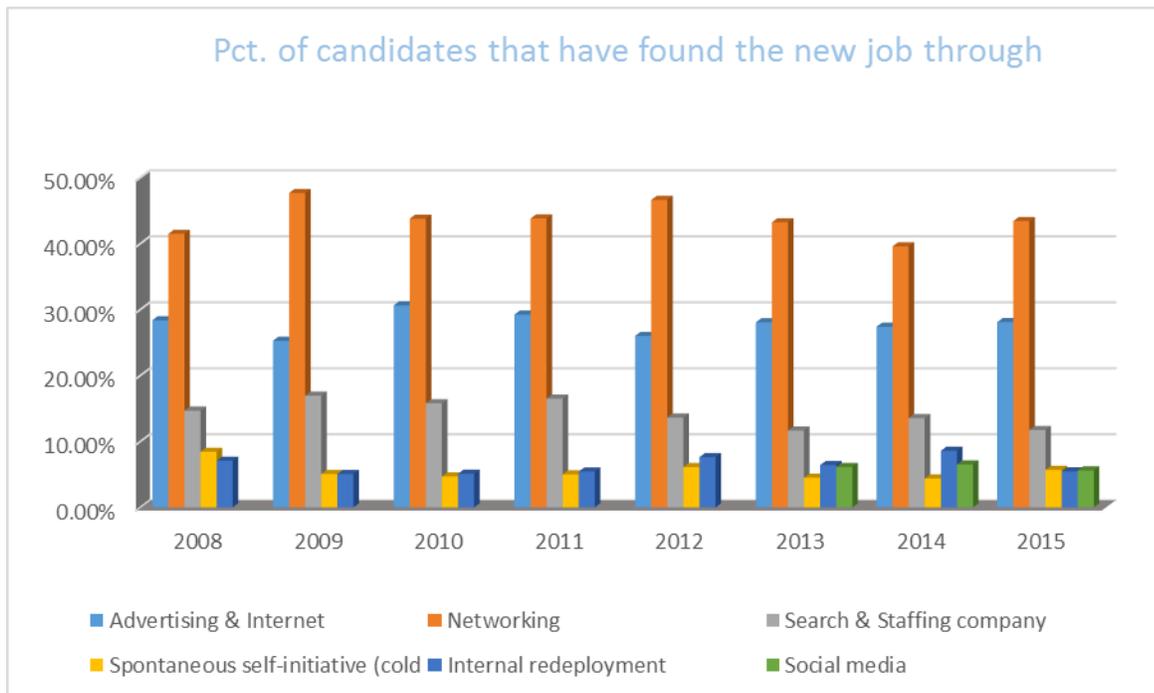


Figure 4

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

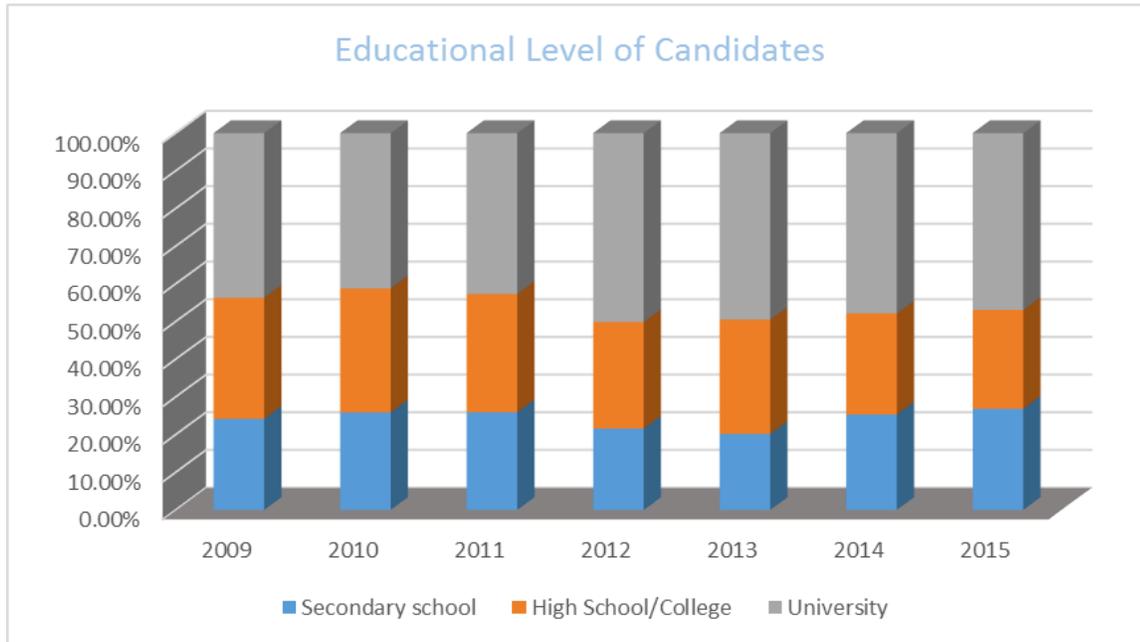


Figure 5

The educational level of the candidates is stable over the period considered, and can be summarized as 25% secondary school, 30% high school and 45% university.

5. Mobility Across Sectors

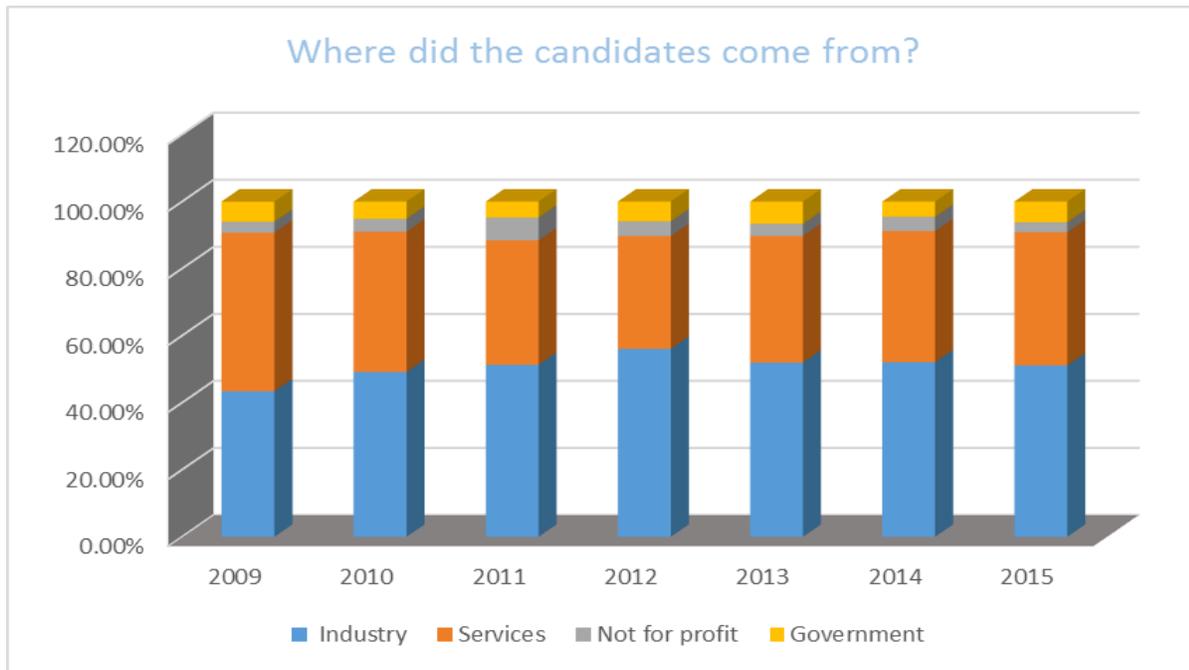


Figure 6

The majority of candidates came from the industry sector, followed by the service sector. Not-for-profit is slightly decreasing compared to government.

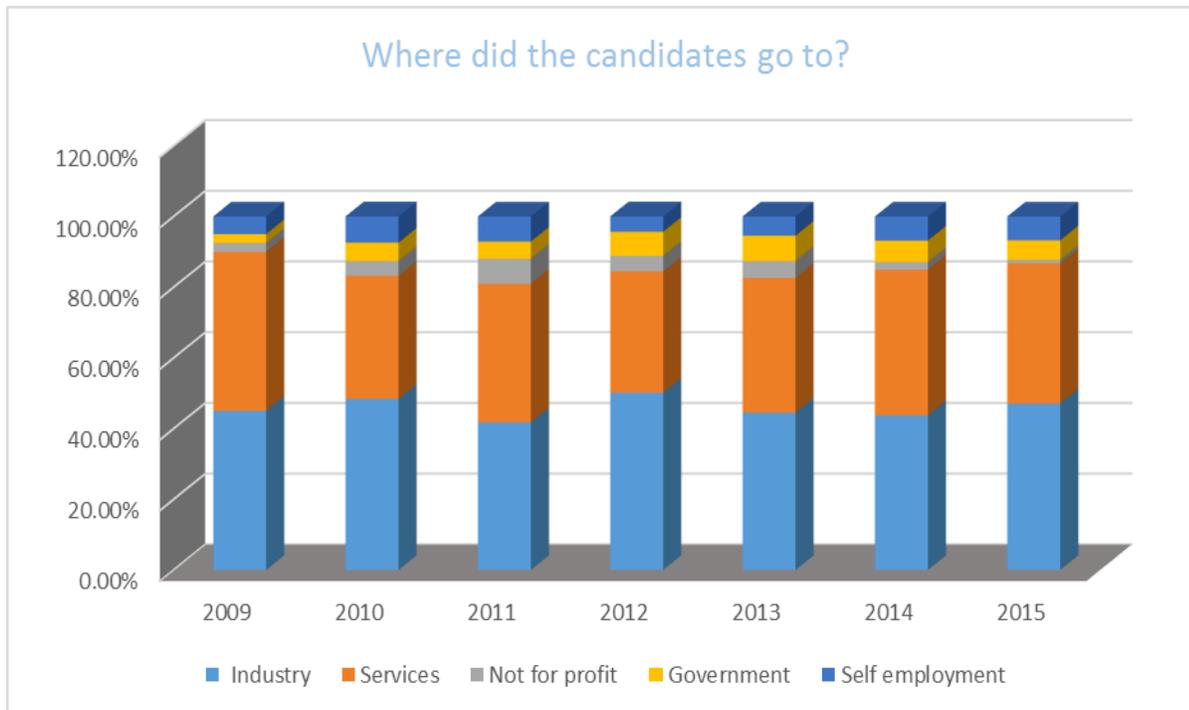


Figure 7

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 and accounts for 7% of the total.