

# **ACF Switzerland Statistics 2016**

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

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## Ratio individual programs vs group programs

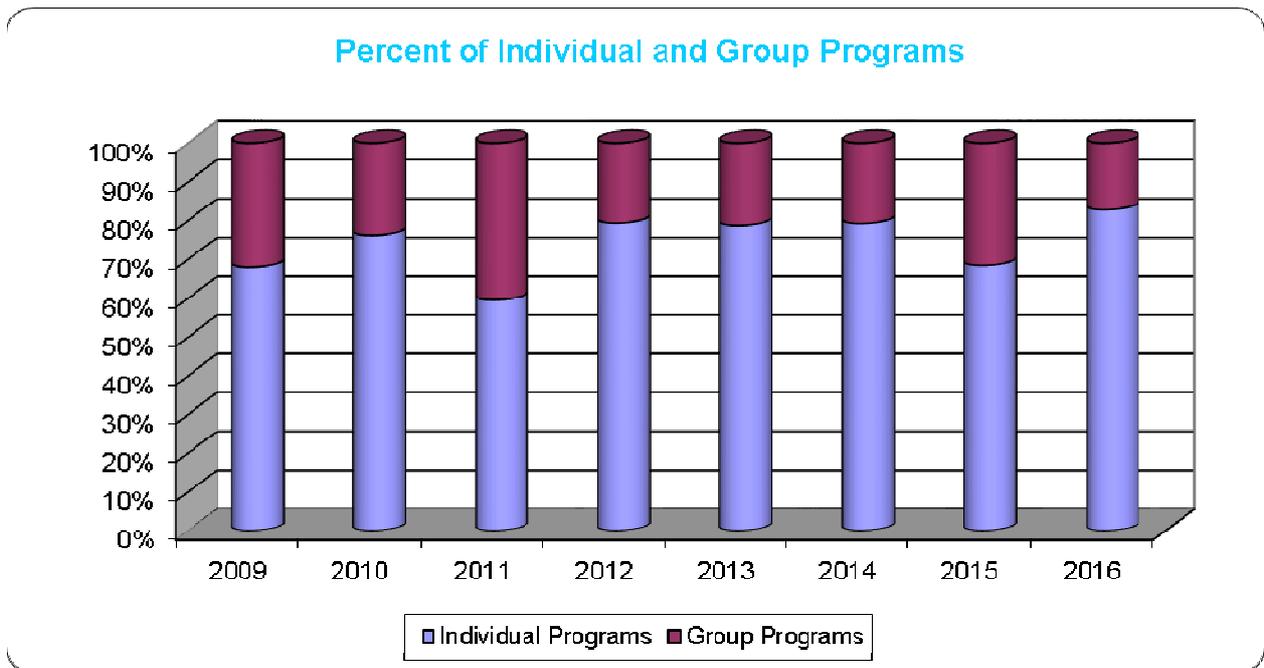


Figure 3

### Comments

The percentage number of individual programs varies from year to year. An overall trend for the period 2009 – 2016 can be seen if we only consider that values for individual programs oscillating around 80 % in the most years. Exceptional values in 2011 and 2015 where the ratios of individual programs were far below the trend.

## Number of candidates involved in an Outplacement Program

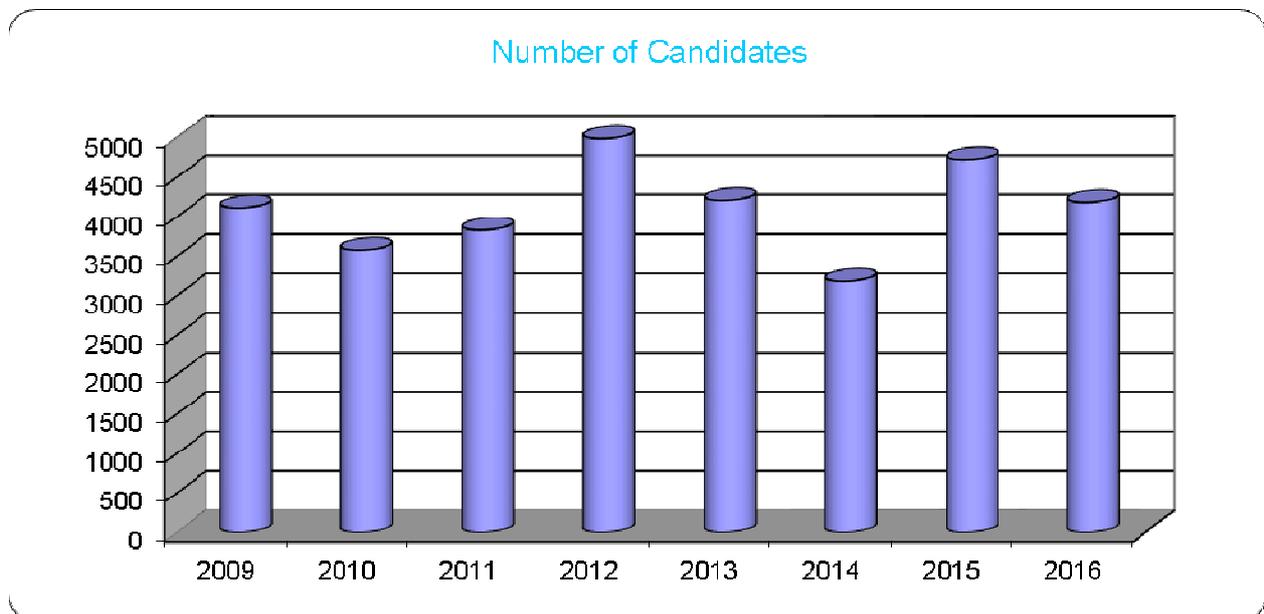


Figure 4

### Comments

The number of candidates, apart from annual variability, shows, on average, a steady annual growth of 50 candidates with respect to 2009 to reach 4718 in 2015. 2016 is lower because of the missing data of a member at large in 2016.

## Average Settlement Time for Candidates

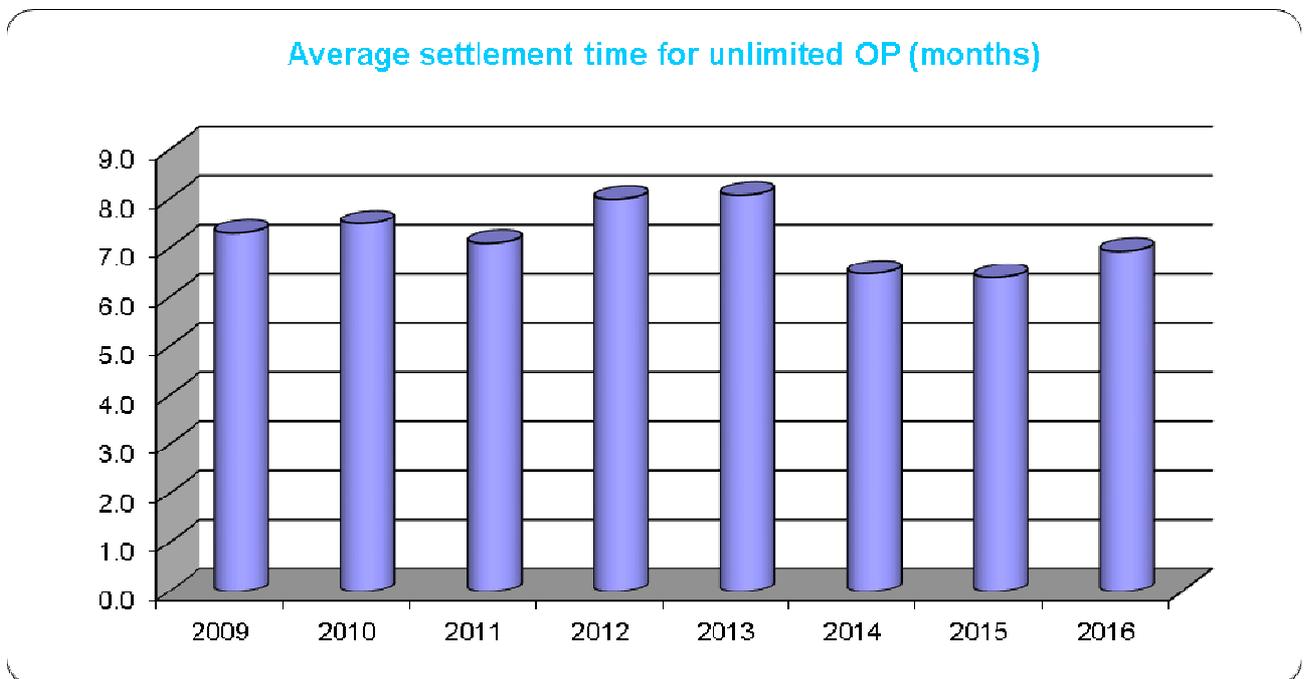


Figure 6

### Comments

Please note that this average settlement time is measured for the unlimited outplacement only. The rationale is that we have no tracking evidence for shorter programs i.e. candidates in shorter duration have completed their programs before they have come back to a job. However, we can take these values in consideration as a solid and realistic sample of the job market.

### Settlement Time - Other OPC Services

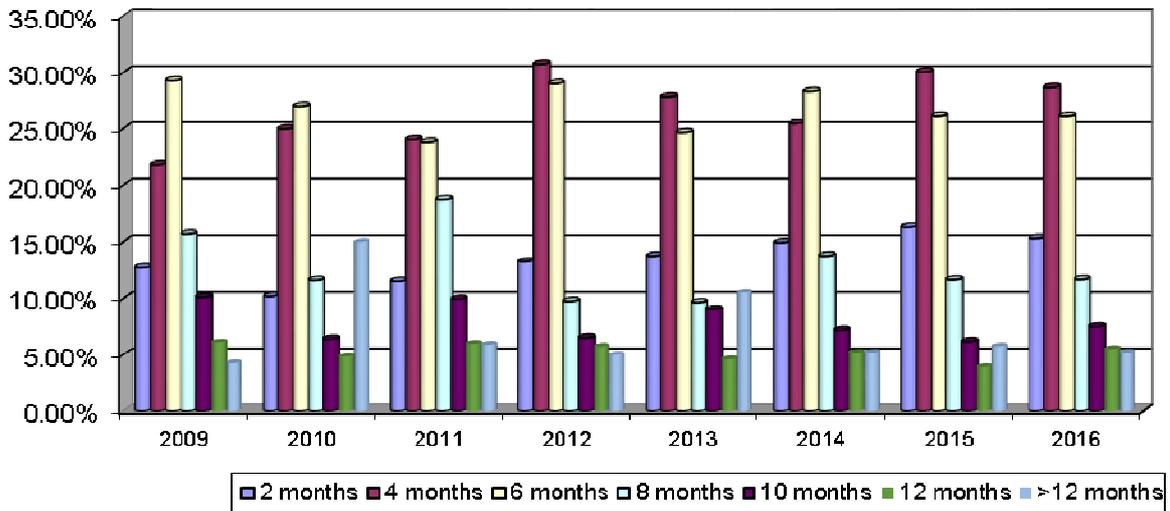


Figure 7

**Comments**

For the service other than unlimited outplacement the settlement time is constant over the period 2009-2016

On average 70.12 % of the candidates had found a new job in 6 months or less in 2016 compared to 72.51 % in 2015.

## Job Search Strategies

Percent of candidates that have found their new job through..

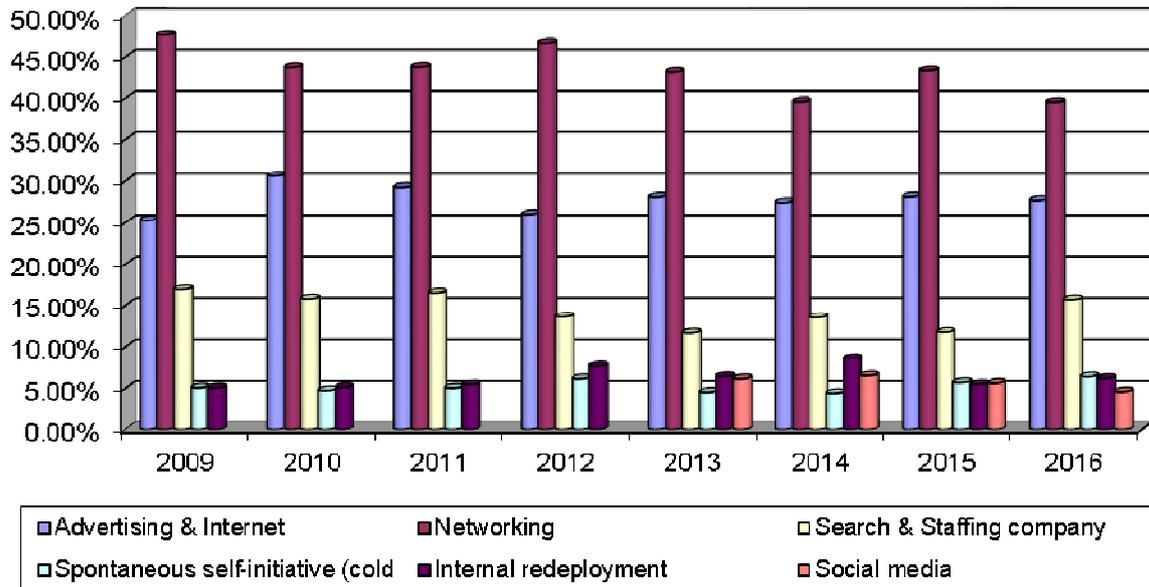


Figure 8

### Comments

With 39.51%, networking remains by far the most effective technique for job search followed by Advertising & Internet (27.68 %). Search and staffing companies have been accountable for 15.68 % of all cases. Followed by spontaneous applications (6.39 %), internal redeployment (6.17 %), and social media (4.57%). This ranking remains unchanged since 2013, when Social Media has been measured for the first time. It appears that job search through social media is not developing probably because of the mixed content more focused on entertainment than professional issues.

## Educational level

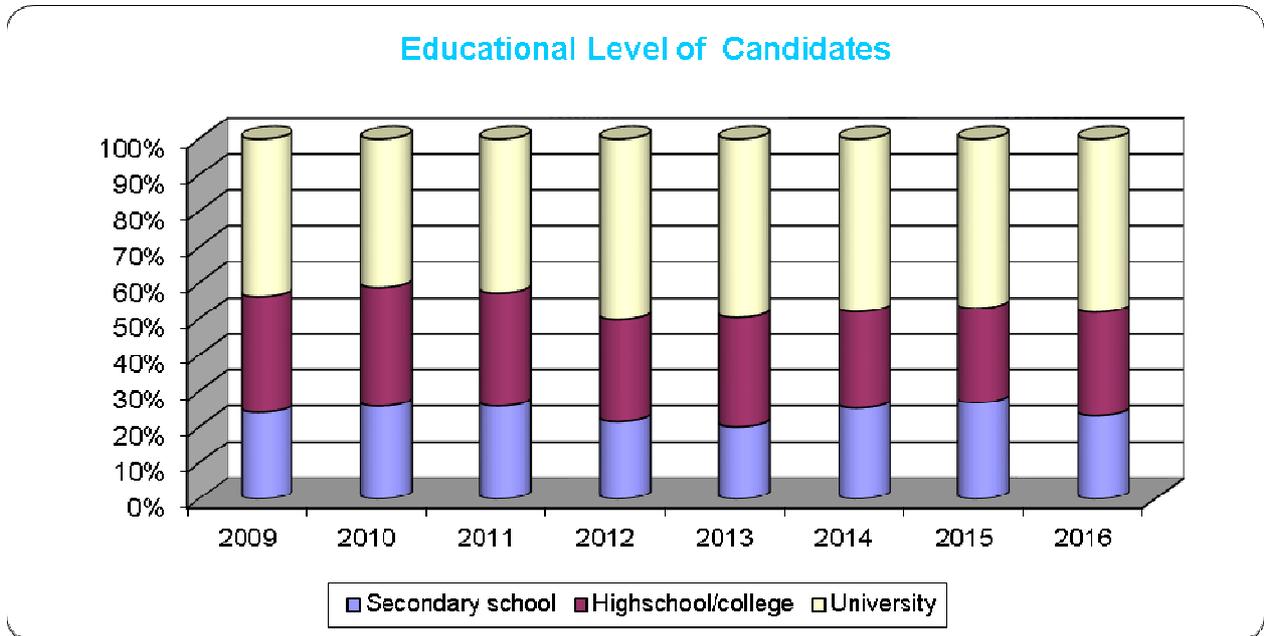


Figure 9

### Comments.

The educational level of the candidates is stable over the period considered, and can be summarized as 23% secondary school, 29% high school and 48% university. Since 2009, there is a slight move from high school (32 % down to 29 %) to university (44 % up to 48 %)

## Cross Sectorial Mobility

Where did the candidates come from?

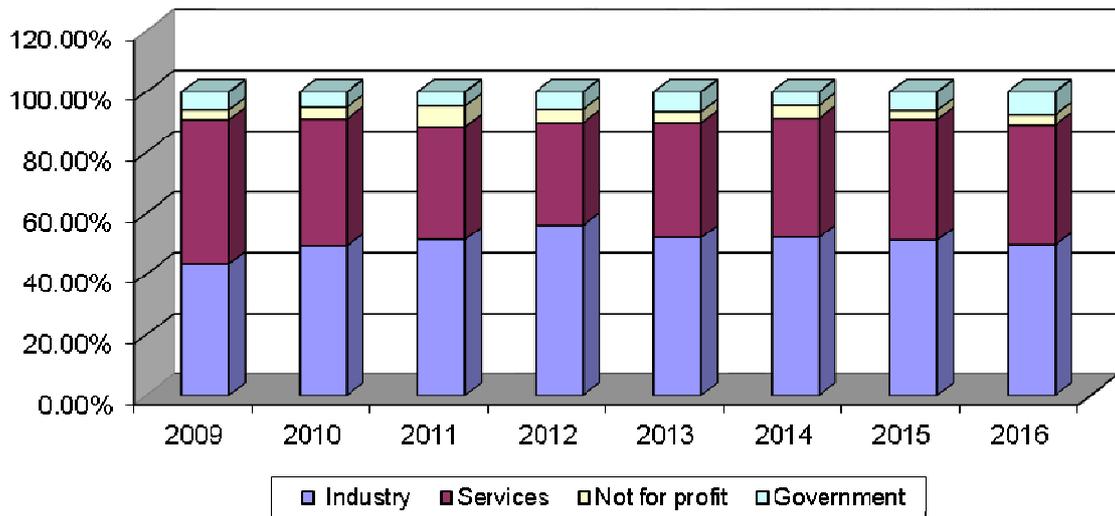


Figure 10

### Comments

Half of the candidates came from the industry sector (50 %), followed by the service sector (40 %). Not-for- profit is slightly increasing and represented 3 % of our candidates. Government position have provided 8 % of the candidates; compared to last year's 6 % it is a significant increase however on a low scale.

### Where did the candidates go to?

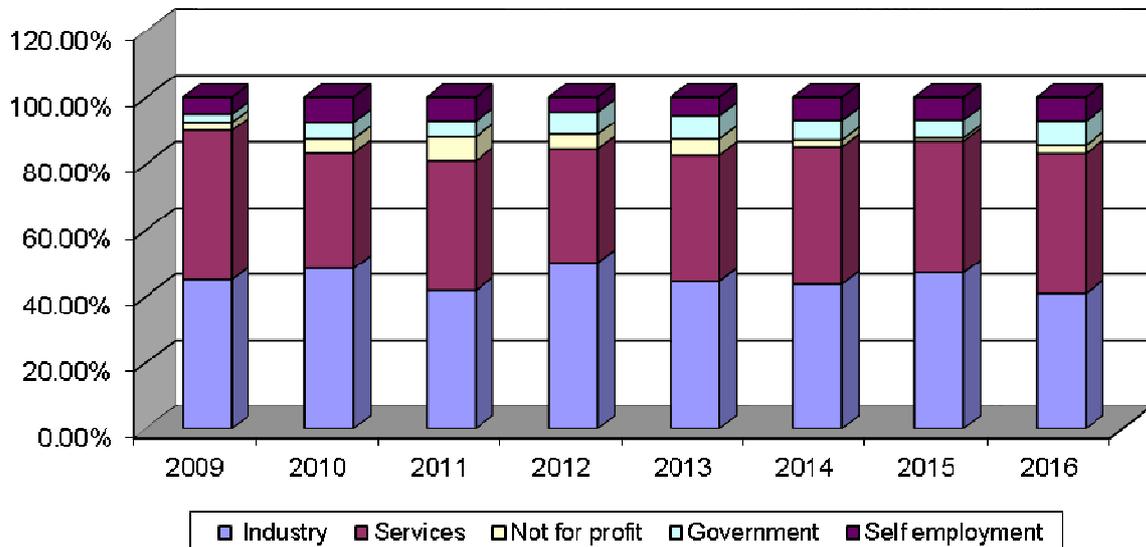


Figure 11

#### Comments

Whereas 50% of the candidates came from the industry sector, only 41% have found a job within the same sector. 42 % of the candidates went to the service sectors. Related to 40 % originated from there, it means an increase of 2 %. Self-employment seems to be slightly on the rise and accounts for 7% of the total.

#### Trends

1. Increasing number of seniors aged 50+ who are let go, some even less than 2 years prior to the official retirement age.
2. Candidates have a different approach to outplacement. Some expect a focused and reliable support and counselling on marketing tools and market approach (quick fix), while others really want to explore and benefit from every possibility to work with the Consultant on the next career move/option.
3. Candidates are more mobile than 2 years ago, relocating more frequently within Switzerland or even abroad, even though this may apply to more senior positions. An international outplacement partnership can make the difference.
4. Usage of work infrastructure has increased over the last couple of years, and appears to be a competitive advantage in the job search process, avoiding isolation and providing networking opportunities.
5. Accelerated market trend to outsource IT and back offices, notably in financial services.
6. Continuing trend for multinationals (notably US) to off-shore their finance and other service departments to emerging countries, or back to the US.
7. Social media is rather a networking tool than a recruiting tool yet
8. Importance of technology in the search process increasing
9. Service quality is important
10. Candidates come from all levels and Good self-marketing makes the difference