

## **Press release**

**January 2017**

### **ACF Statistics 2016 - Outplacement is a highly promising solution for job-seekers**

**Recent statistics from the Industry Association for Outplacement (Swiss Association of Personal & Organizational Change Firms, or ACF) for 2016 show how the market for outplacement is developing while demonstrating how quickly and by which means job-seekers find their way back into professional life. Although the situation on the job market in Switzerland was rated as difficult last year, job-seekers represented by ACF found a new job within an average of seven months; for unemployed persons over the age of 50, the average period was nine months.**

Since it was founded in 2003, the Industry Association for Outplacement (ACF) has been collecting key data regarding reintegration of the job-seekers it represents in Switzerland. The results for 2016 were positive despite the difficult market climate, and indicate that such support is highly useful in the search for a new position.

Last year, the Swiss employment market was buffeted by numerous company restructuring plans. More or less the same number of companies decided to use an outplacement programme, a development which has been observed since 2015 and is likely to increase. The number of persons who are being accompanied by such a programme remains at last year's level; the difference arises only as the result of a member company leaving the organisation. For any company, the choice of using outplacement is advantageous because of its increased social compatibility, which helps maintain a positive image. In addition, many terminations can be mutually agreed upon, speeding up the termination process in numerous instances.

#### **A new job in around seven months**

Last year it took a job-seeker an average of seven months to find a new position. The time needed for reintegration into the working process has been decreasing since 2014; an indication that it is advantageous for job-seekers to employ personal assistance. It is also significant that job-seekers over the age of 50 have been able to find a new job within an average of nine months. This figure was noted by the Association for the first time.

#### **Networking remains key criterion for success in a job search**

Maintaining and taking advantage of relationships is and remains a deciding factor. At 40%, networking as a strategy remains the key criterion in job-seeking, followed by tools such as placement ads / Internet (27.68 %). New in the statistical mix but not dominant are social media channels such as LinkedIn, Xing etc. Their ranking has remained unchanged since 2013.

#### **Advanced degree not necessarily a guarantee against unemployment**

The percentage share of job-seekers with university or technical degrees remained at previous years' levels with 50%. This can be seen as an indication that an advanced degree does not necessarily help to ward off unemployment.

#### **Sector mix – the trend remains stable**

Around half of all job-seekers came from the industrial sector, followed by the service sector. The number of job-seekers from administrative positions has increased by 8%. Only 41% of job-seekers from industry were able to find positions in the same sector, the majority of them moving into the services sector, a trend that has been continuing for several years. 7% of all job seekers decided to venture into free-lancing.

Overall, a higher trust in the Outplacement Programme can be observed. This involves offering proper professional advice to people who have lost their jobs until they have found a new position. People whose jobs are terminated and cannot find a new one right away face numerous problems. Not just the as a result of temporary loss of income, but their personal self-esteem suffers along with the lack of a daily routine. Especially those employees who have worked many years or even decades for the same employer are especially affected by the loss of their jobs and have trouble reorienting themselves on the market. The importance of Outplacement Services in providing the necessary support will most likely increase as the tendencies towards restructuring and relocation abroad are on the rise.

(Data from statistics provided by 2016 ACF F Switzerland)

Cf. accompanying illustrations.

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## **ACF**

The Swiss Organization of Personal and Organizational Change Firms (ACF) was founded in 2003 – combining all the leading providers of career management and organizational development. Firms from this area offer the following services:

- Outplacement programme
- Assessment and career development
- HR consulting and development.