



ACF Switzerland
Affiliated to ACF International

**Association of Personal &
Organizational Change Firms**

Statistics 2019

<http://acfswitzerland.ch>

Pascal-Laurent Favre - 06 January 2020

Introduction

The statistics below summarizes the data over 5 years from 2015 to 2019.

As in previous years, the collated revenue data - in absolute value - of ACF Switzerland Members is subject to a bias, since the number of members may vary within the survey period. However, the percentages are more relevant.

10 members have been surveyed in 2019, 9 members in 2018 and 2017 and 7 in 2016 and 8 in 2015. This can explain the hockey-stick effect in several figures below.

Summary

Candidates. The number of candidates is correlated with the unemployment rate. The latter has reached a peak in 2017 and since then is decreasing. Gender wise, It takes long to have parity but for sure, we are getting closer! The educational level of the candidates is correlated with the increasing university level in the society

Demand. The demand for Outplacement services is more and more concentrated for a duration around 3 to 6 months.

Back to work again. Obviously, a higher unemployment rate makes the settlement time longer. Once more, the often-repeated refrain that, job seeker over 50 years hardly find a job is not established. More than 85 % of our candidates are likely to get back to work within 8 months. Networking as well as Advertising and Internet are key success factors..

1. Candidates involved in an Outplacement Program

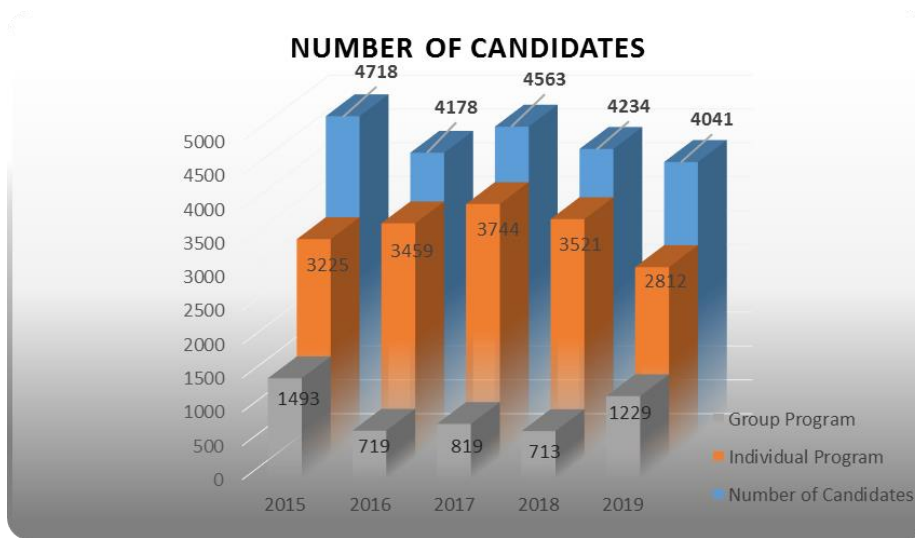


Figure 1

Comments. After a peak in 2015 with nine members, the number of candidates has decreased from 2017 through 2019. This evolution is even stronger if we consider that 10 members have been surveyed in 2019 and only 9 members in 2018 and 2017.

The decrease is also strong for individual programs meanwhile the group programs have dramatically increased over the past three years.

Assumption. The number of candidates is correlated with the unemployment rate. The latter has reached a peak in 2017 and since then is decreasing.

Source: (<https://www.seco.admin.ch/seco/de/home/Arbeit/Arbeitslosenversicherung/arbeitslosenzahlen.html>)

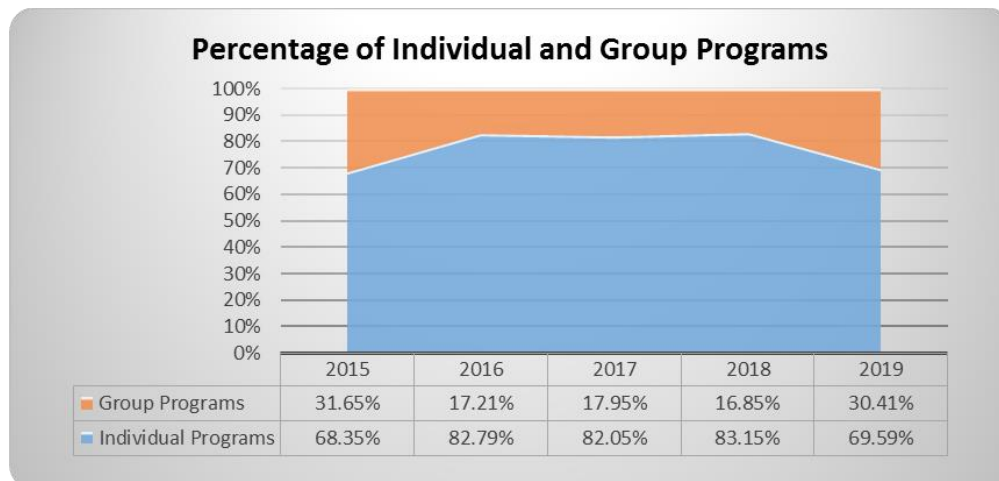


Figure 2

Comments. In the years, 2016 to 2018 the number of individual programs has made more than 80 % of the whole. In 2019, the ratio group programs to individual programs is likely the same as in 2015.

Assumption. Seemingly, the ratio is anticipating a difficult economic situation in 2020.

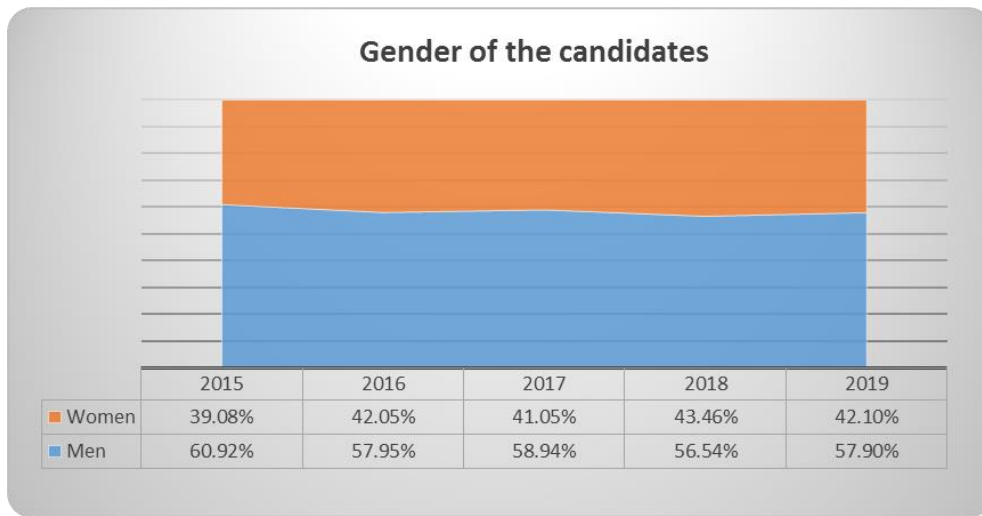


Figure 3

Comments. Except for 2015, the gender ratio male/female seems to be stable in the past 4 years between 42.05 % (lowest) and 43.46 % (highest).

Assumption. Looking back from 2009 up to date, this ratio has moved from 28 % 15 years ago to 42.10 % today. It takes long to have parity but for sure, we are getting closer!

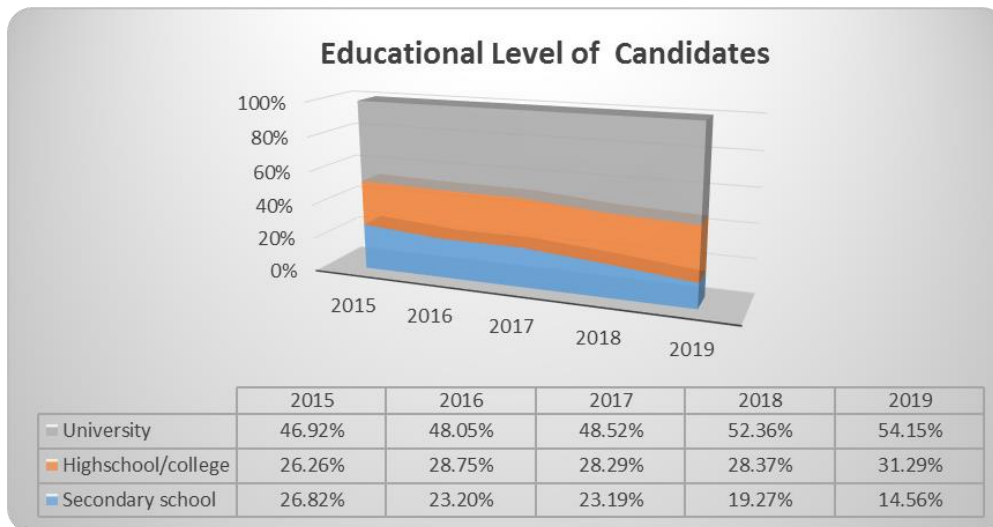


Figure 4

Comments. The educational level of the candidates is increasing over the period considered. Since 2018, the most candidates have a university level.

Assumption. The educational level of the candidates is correlated with the increasing university level in the society. Probably also linked with the increasing proportion of services sector versus manufacturing sector.

2. Where is the demand?

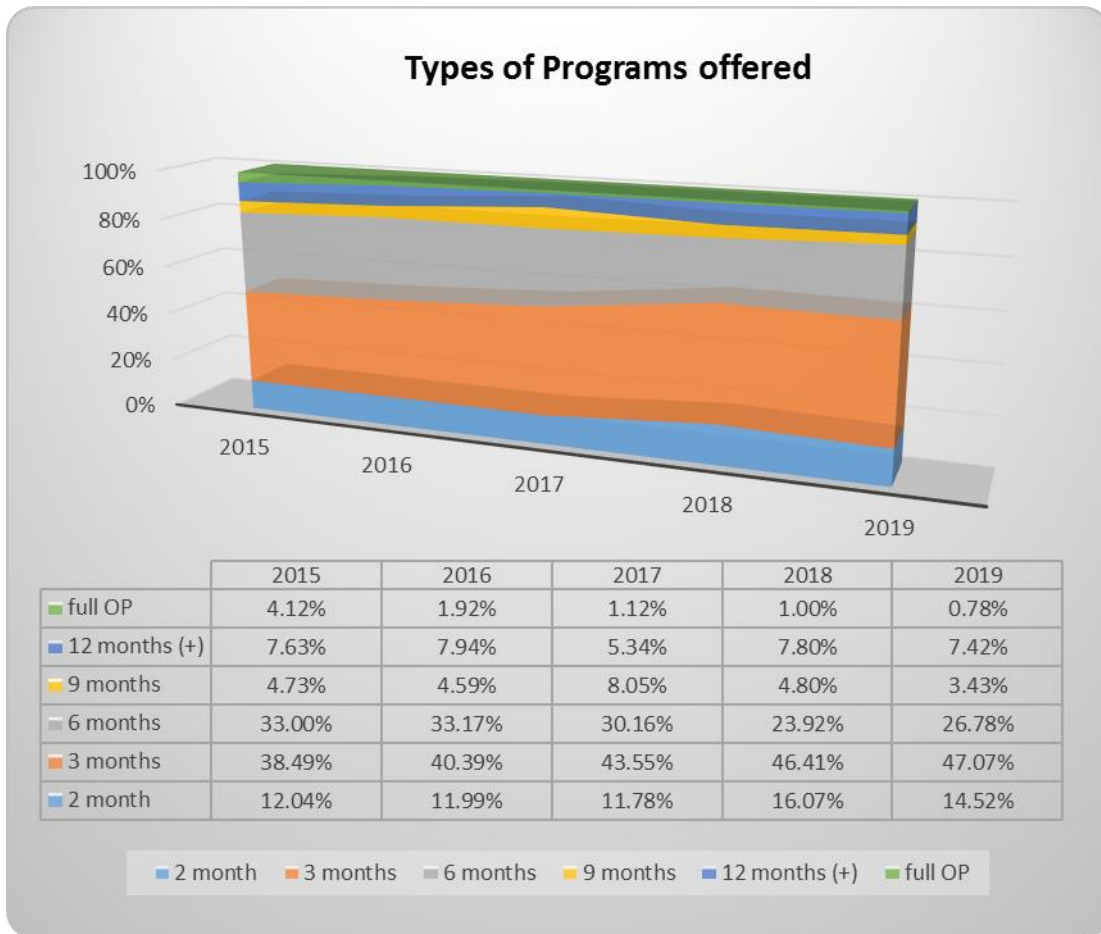


Figure 5

Comments. A more detailed analysis of Figure 4 shows that, the best-selling 3-month program is still gaining over the years. The 6-month programs are second most selling. Together, these two program durations represented 73.85 % in 2019 versus 73.71 % in 2018. The increase is steady over the years. The unlimited Outplacement programs have constantly decreased over the past 5 years and is now almost non-relevant with 0.78 %. The 9-month programs have decreased but no evidence is available so far.

Assumption: The demand for Outplacement services is more and more concentrated for a duration around 3 to 6 months. The 3-month programs may be preferred to 2-month programs. If the budget allows it, this is worth spending the money for it..

3. Back to work again

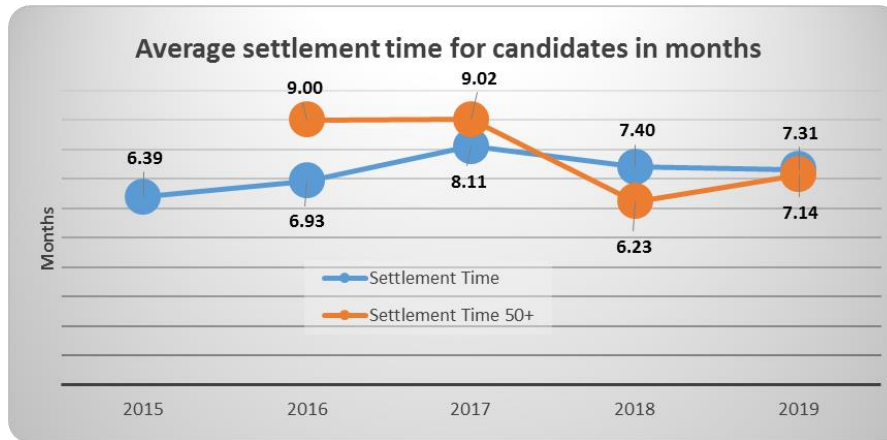


Figure 6

Comments. The average settlement time has slightly decreased in 2019, but remains over 7 months with a value of 7.31 months. The settlement time for the 50 + individuals has come closer to the total average with a value of 7.14 months.

Assumption. Obviously, a higher unemployment rate makes the settlement time longer. Once more, the often-repeated refrain that, job seeker over 50 years hardly find a job is not established. At least not if they are coached in their transition. We have also gathered numerous quotes, which confirm this assumption.

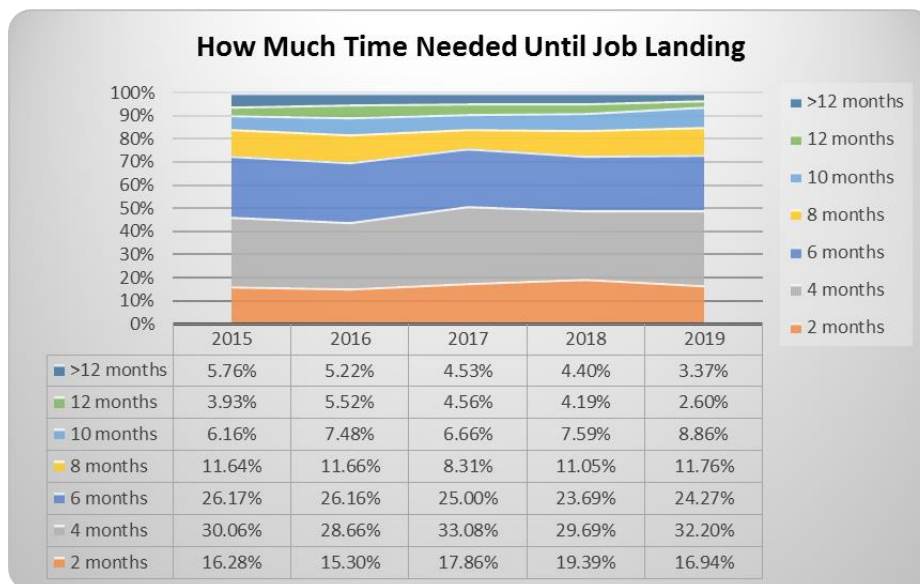


Figure 7

Comments. Over a five-year period and if we consider each duration category, coupled with the next step, it seems that the 6-month duration is slightly cannibalized by the 4 month-duration. At the other end, long durations (12 months and over 12 months) have been partially absorbed by the next shorter duration (10 months).

Assumption: this also establishes the fact that in a tough job market. Outplacement services help reducing the long durations.



Figure 8

Comments. Aggregated values from 2 months up to 8 months are at highest level since 2015 with 85.17 %.

Assumption: Considering the fact that the average settlement time is more than 7 months how is the likelihood to find a job in no more than 8 months. Answer: more than 85 % likely to get back to work within 8 months.

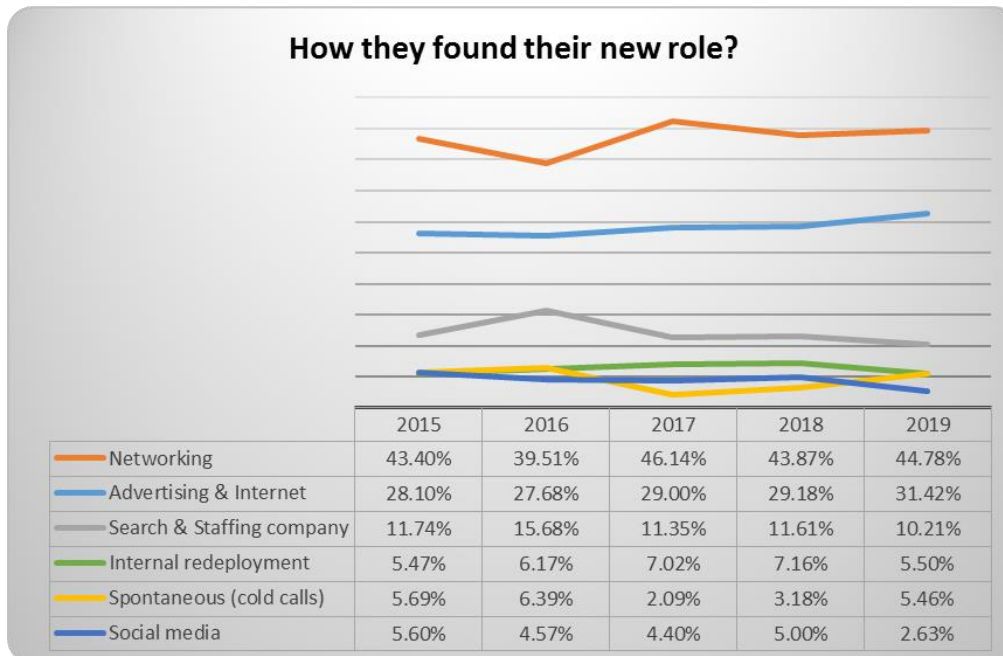


Figure 9

Comments. After a peak in 2016 with 46.15%, networking remains by far the most popular road to job market in 2019. As second, advertising & Internet (31.42 %) is even stronger as in the past years. Search and staffing companies have been accountable for 10.21 % of all cases, the weakest in the observed timeline. Internal redeployment (5.50 %) is on a steady course. Social media (2.60%) is at its lowest level for the past five years. Spontaneous applications (5.46 %) has picked up to the second last rank.

Assumption. However, some bias persist such as the mixed use of many channels at the same time, i.e. using friends and former colleagues (networking) for an online application (Advertising & Internet) Networking as well as Advertising and Internet are key success factors. On the other hand, spontaneous applications and social media are out. The latter can be explained by the inflation of applications sent through this media hitting robots on the other end instead of humans!

4. Cross Sectorial Mobility

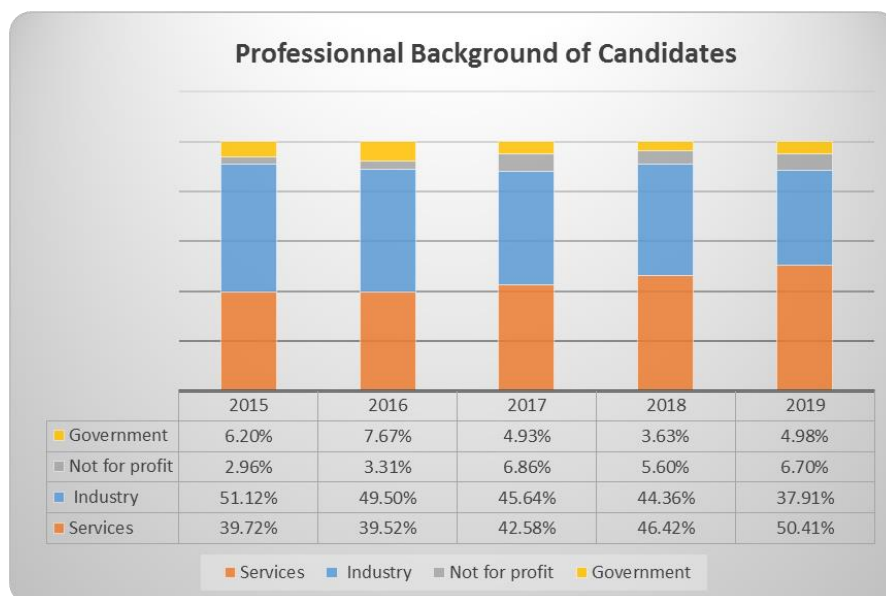


Figure 10

Comments. On an increasing trend, the service sector has taken the lead in 2017 (45.64 %) and the majority in 2019 (50.41 %). The Industry sector is at its lowest since 2015 (37.91 %).

Assumption. These figures match with the societal trends. Switzerland's service sector is stronger than ever.

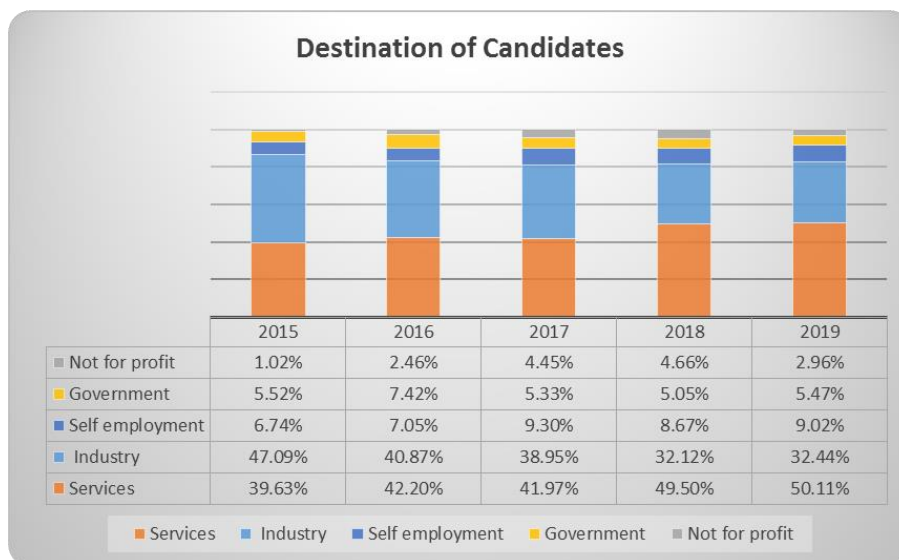


Figure 11

Comments. More than half of the candidates (50.11%) went to the services sector. 32.44 % went to the industry sector. Self-employment is on its second highest level for the five past years (9.02 %). Not-for-Profit organizations made only 2.96 % of the cake.

Assumption. The services sectors hired as many candidates as it laid off. While the industry sector pulled out, Not-for-profit and government jobs losses are also not completely compensated by new hires. The winner is Self-Employment which makes almost One among ten of the candidates (9.02%)

Quotes from candidates 50+ years old, happy with the help provided

1. From my point of view, an excellent advice that allows you to focus on what's important in a difficult time.
2. How do I communicate my situation in the market without scoring an own goal?
3. Communicating the realization that even in the case of an involuntary departure in future similar situation different things can be done better.
4. The encouragement to keep pursuing different perspectives for employment opportunities.
5. The atmosphere from entering the door of my outplacement partner radiates with ENGOURAGEMENT AND SUPPORT
6. I appreciate the flexibility of the programme to my needs.
7. The outplacement program allowed me to reflect in depth on my experiences, and to clarify my expectations and possibilities for my professional future. It restored my confidence in my abilities and highlighted areas for improvement. It also allowed me to network with many people in the same situation. I discovered and used concrete and helpful tools that supported me in my job search.
8. The outplacement program allowed me to explore new professional perspectives aligned to my know-how and my soft skills. During my career transition, the process as well as the support provided by the coaches and by the other candidates attending a program, have helped me to keep on being stimulated by a professional, rich and value added environment. In addition, I have extended my network beyond my previous professional circle.
9. 1 candidate 58 years old from a Private Bank, able to build his new professional project, very happy in taking this time to work on himself , after 30 years' experience