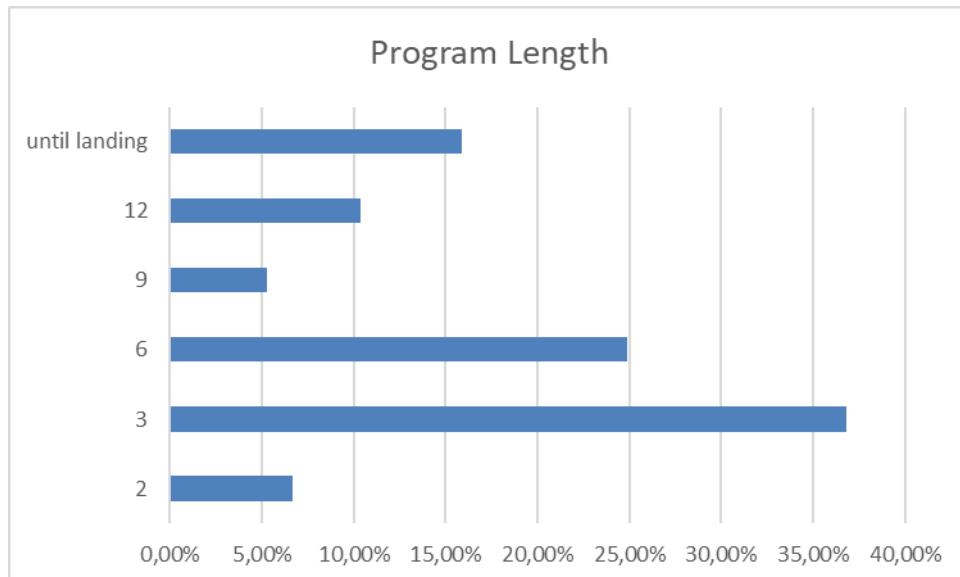


The **2024** report covers the information of 1783 candidates from individual outplacement programs and the findings of 1619 candidates from group programs, representing a total of **3,402 outplacement candidates**.

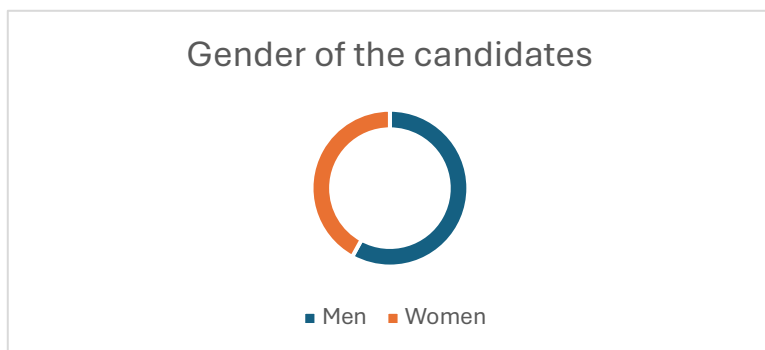
### Selected outplacement program length in months

Months	%
2	6,70%
3	36,80%
6	24,90%
9	5,30%
12	10,40%
until landing	15,90%



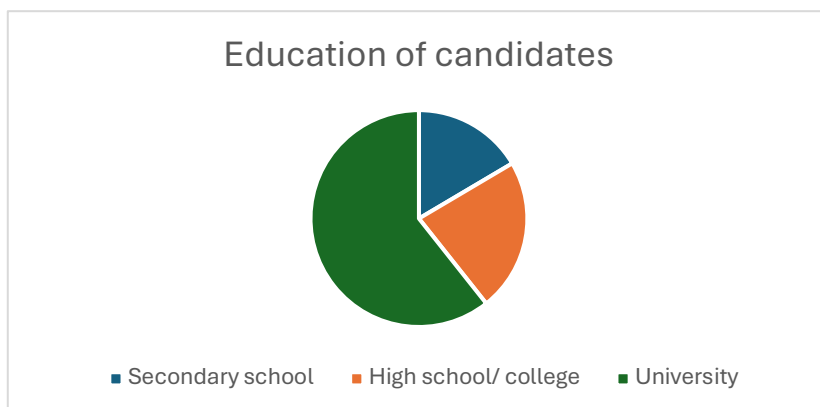
### Gender Distribution

Gender	%
Men	58,00%
Women	42,00%



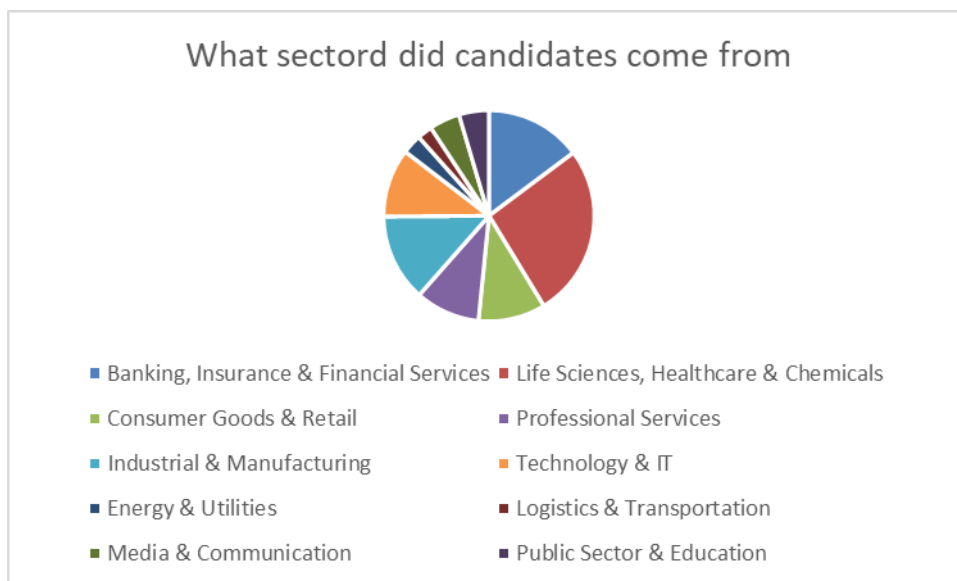
## Outplacement Candidates' Education levels

Education Level	%
Secondary school	16,50%
High school/ college	22,80%
University	60,70%



## What sectors did outplacement candidates come from

Banking, Insurance & Financial Services	14,80%
Life Sciences, Healthcare & Chemicals	26,50%
Consumer Goods & Retail	10,30%
Professional Services	9,90%
Industrial & Manufacturing	13,40%
Technology & IT	10,50%
Energy & Utilities	3,00%
Logistics & Transportation	2,30%
Media & Communication	4,70%
Public Sector & Education	4,60%



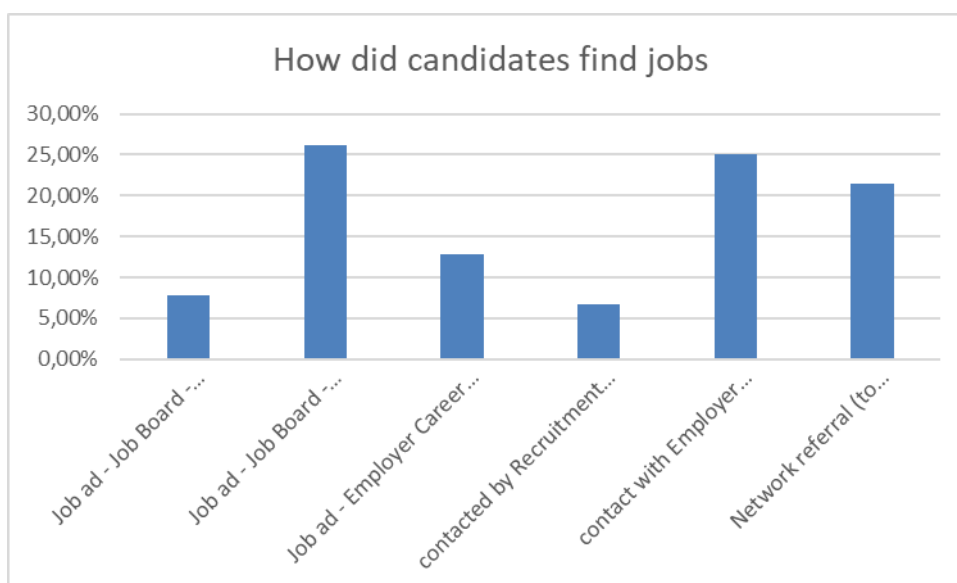
**What sectors did outplacement candidates go to**

Banking, Insurance & Financial Services	11,02%
Life Sciences, Healthcare & Chemicals	20,40%
Consumer Goods & Retail	8,07%
Professional Services	12,57%
Industrial & Manufacturing	18,59%
Technology & IT	9,90%
Energy & Utilities	3%
Logistics & Transportation	2%
Media & Communication	1,25%
Public Sector & Education	7,70%
Self-Employment	5,50%



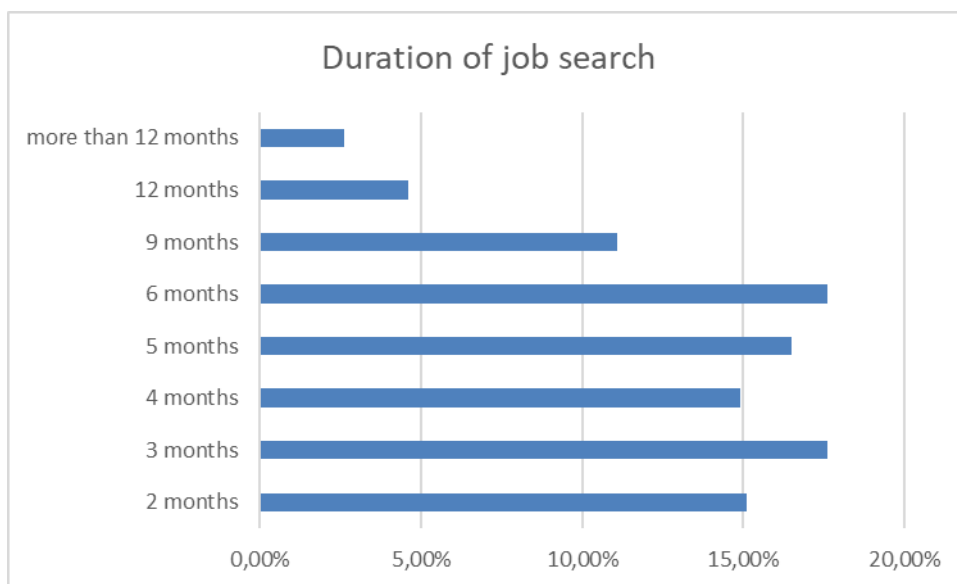
## What channels did outplacement candidates use to find their new job

Job ad - Job Board - Recruitment Agency posting	7,80%
Job ad - Job Board - Employer posting	26,20%
Job ad - Employer Career pages	12,90%
contacted by Recruitment Agency	6,70%
contact with Employer directly (networking/spontaneous application/got sourced)	25,00%
Network referral (to recruitment agency or employer)	21,40%



### Duration of job search until new job found in months

Duration	%
2 months	15,10%
3 months	17,60%
4 months	14,90%
5 months	16,50%
6 months	17,60%
9 months	11,10%
12 months	4,60%
more than 12 months	2,60%



On average it took an outplacement candidate in 2024, **4.9 months** until a new job was found. This increased to **5.9 months** for candidates in the **50+ age group**.