

## Career Transition Survey 2021



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## Introduction

**Candidates.** In 2021 the ACF member firms have assisted more than 4200 candidates in Switzerland. As illustrated below, it will still take some time to reach a 50/50 situation but, each year, we are getting closer and closer. The educational level of the candidates is correlated with the increasing university level in Swiss society.

**Demand.** In 2021, our clients have been provided with longer Outplacement Programs than ever before.

**Back to work again.** Obviously and generally spoken, a lower unemployment rate shortens the settlement time. Job seekers over 50 years of age and especially in times of pandemic needed even less time than the average to find a new job. More than 84 % of our candidates are likely to get back to work within 8 months. Social media is helpful but not sufficient, adequate, and professional assistance makes the difference.

### 1. Candidates involved in an Outplacement Program

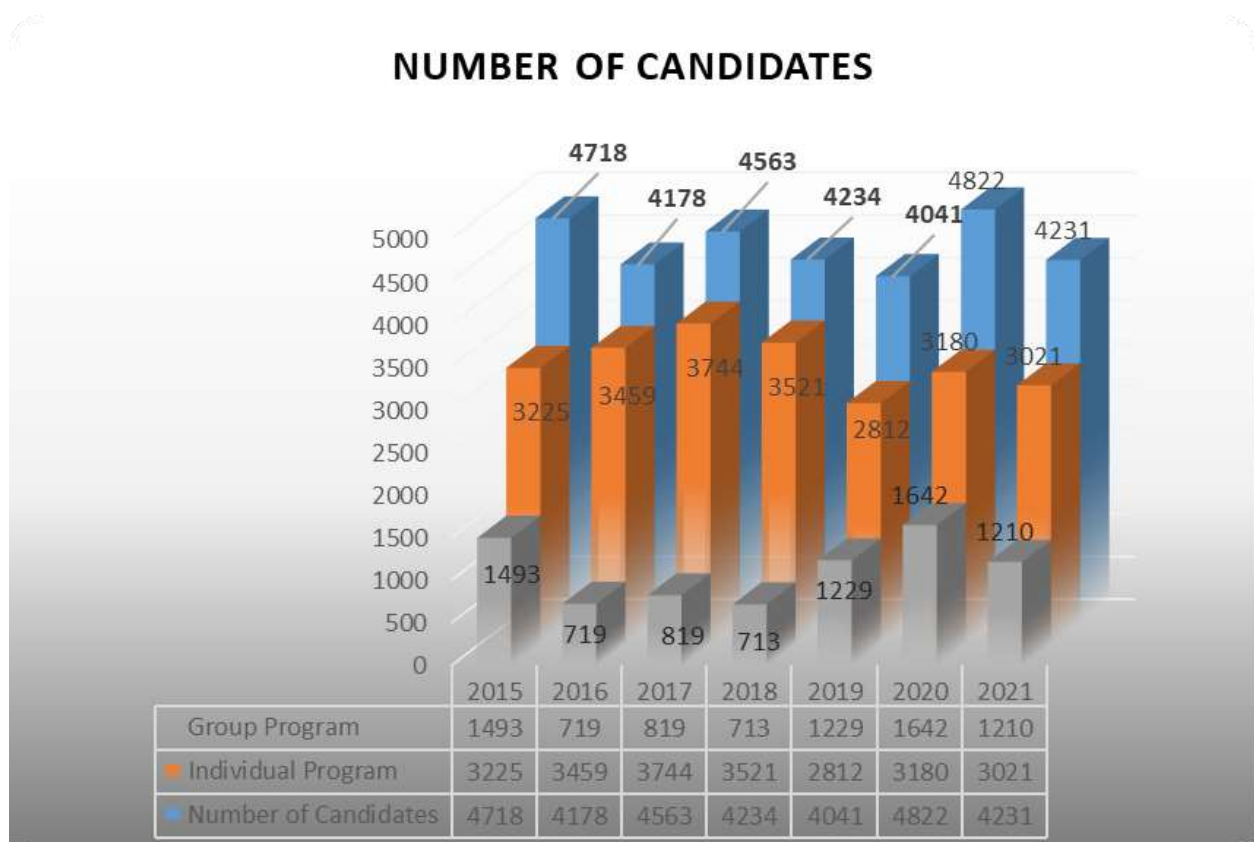


Figure 1

**Comments.** The ACF member firms have coached 4,231 candidates in 2021. Most of them were in an individual program. Compared to the previous year, the number of candidates decreased by 12.26 percent. This is mostly because there were fewer restructuring projects in 2021. The financial support of companies by the federal government and the social responsibility of many entrepreneurs are certainly also reasons for a rather defensive termination policy.

## Percentage of Individual and Group Programs

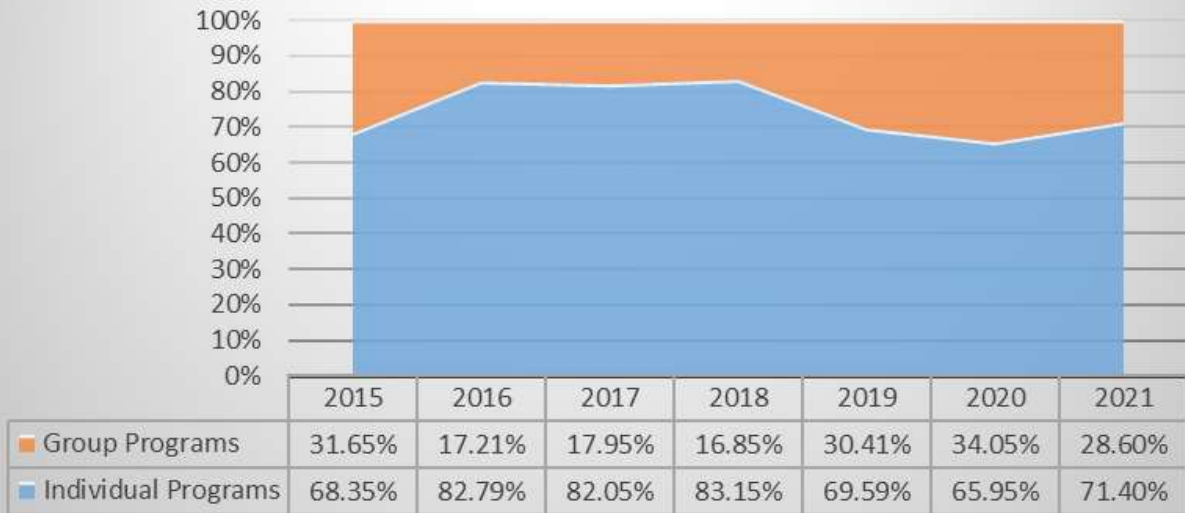


Figure 2

**Comments.** In the year 2015, the group programs made 31.65% of the total outplacement programs. The following 3 years stabilized at a much lower level, whereas in 2020, it started to pick up again. We are convinced that individual programs are still the best quality option for a candidate.

## Gender of the candidates

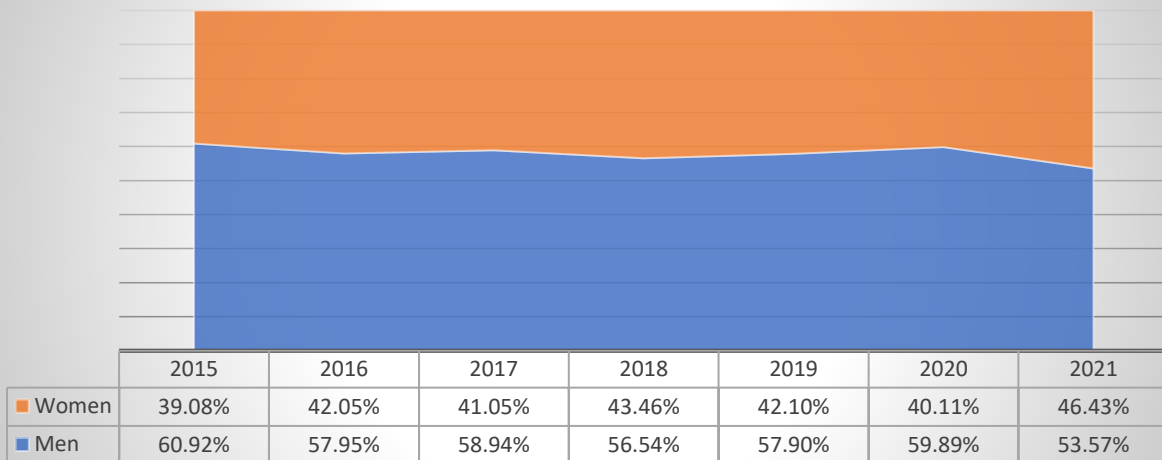
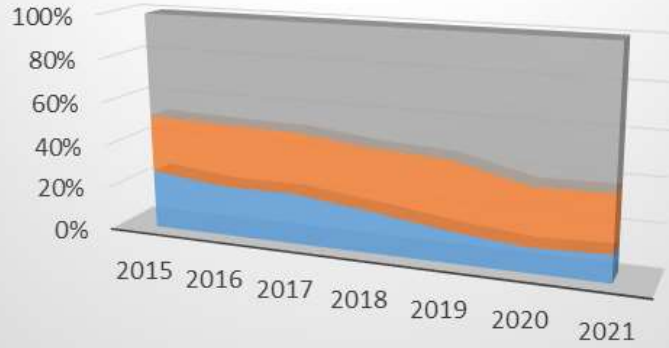


Figure 3

**Comments.** The 2021 figures show the highest level of women involved in an outplacement program (46.43%).

### Educational Level of Candidates



	2015	2016	2017	2018	2019	2020	2021
University	46.92%	48.05%	48.52%	52.36%	54.15%	62.2%	61.70%
Highschool/college	26.26%	28.75%	28.29%	28.37%	31.29%	26.6%	25.68%
Secondary school	26.82%	23.20%	23.19%	19.27%	14.56%	11.3%	12.62%

Figure 4

**Comments.** The educational level of the candidates which were granted an outplacement program is comparable to the figures in 2020. The high proportion of candidates with university degrees was almost equal to the 2020. Restructuring plans may have strongly impacted the central functions in headquarters.

## 2. What did the market ask for?

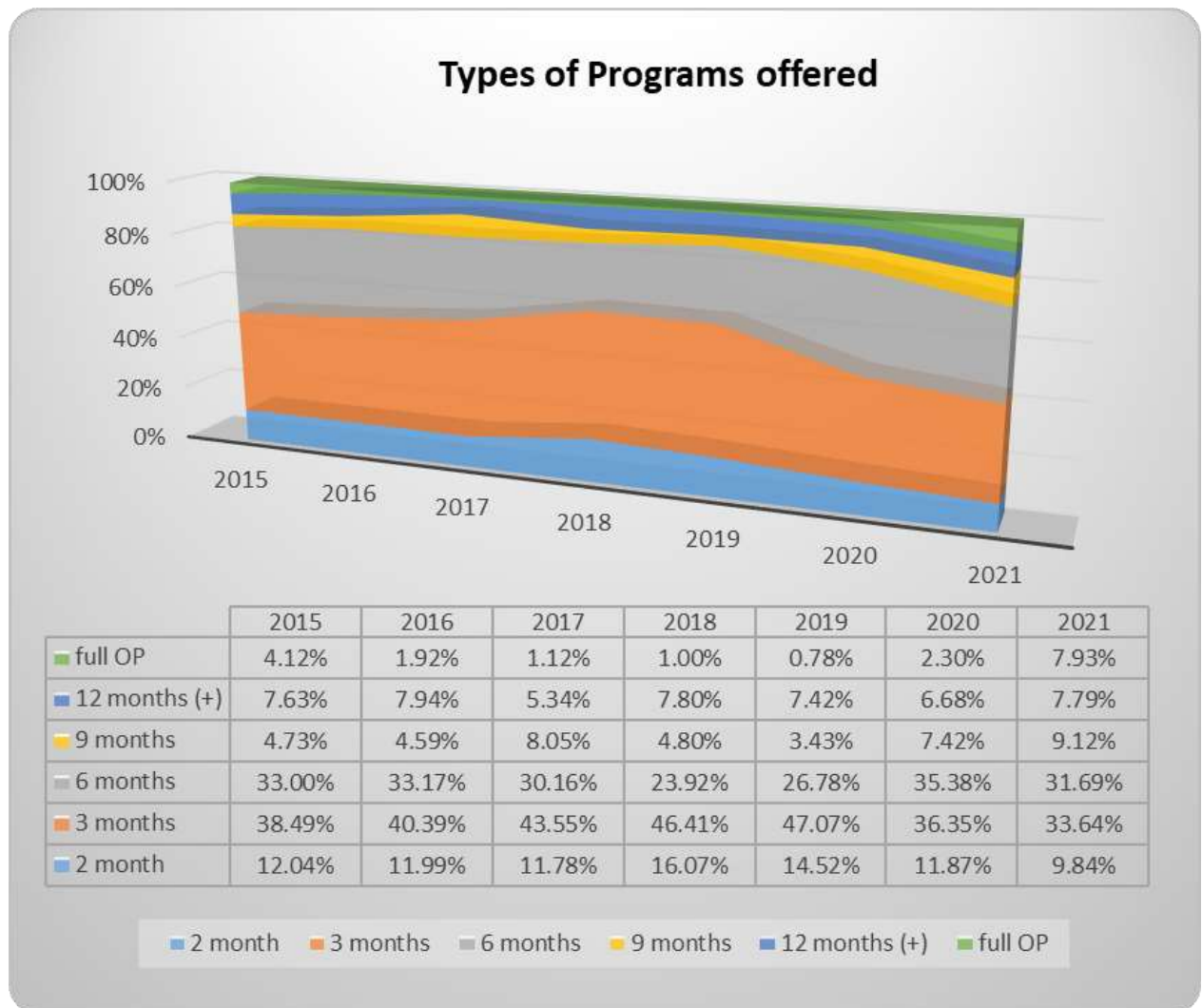


Figure 5

**Comments.** Unlike last year, the best seller were the three-month outplacement programs, but closely challenged by the six months option.

A more detailed analysis of Figure 5 shows in perspective that, the most popular offer remains the three or six month programs.

Significantly fewer 2 month programs were implemented. This in favor of programs with a longer duration. In doing so, we are convinced that the companies took the difficult Corona times into account.

### 3. Back to work again

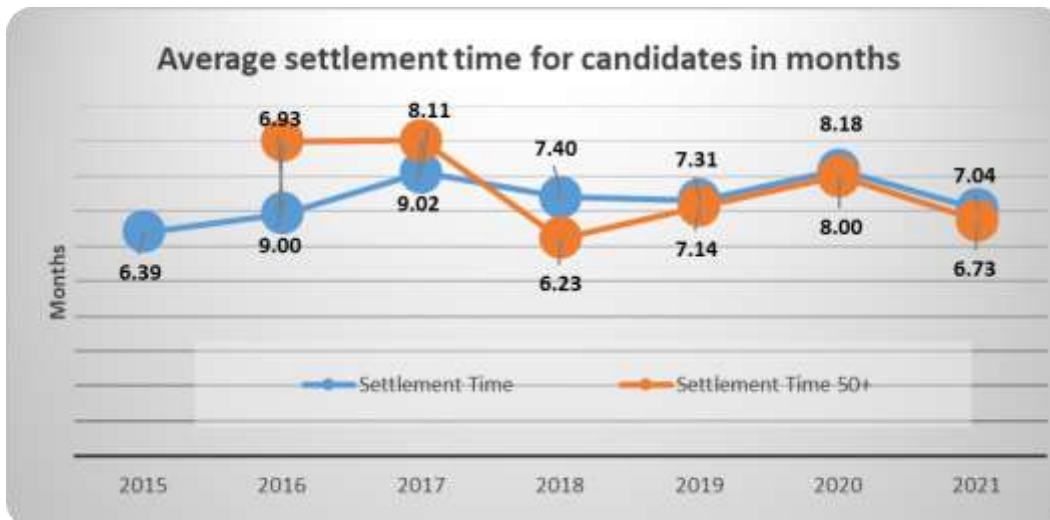


Figure 6

**Comments.** The average settlement time decreased in 2021, and is now slightly higher than 7 months. The settlement time for the 50 + individuals also decreased from 8.00 to 6.73 months.

Job seekers over 50 years follow the same trend. Our coaches often reported that 50+ candidates also took more time for more training in order to increase their employability. Maybe they feel more pressure to go back to work and are therefore more active in the search for the next career step.

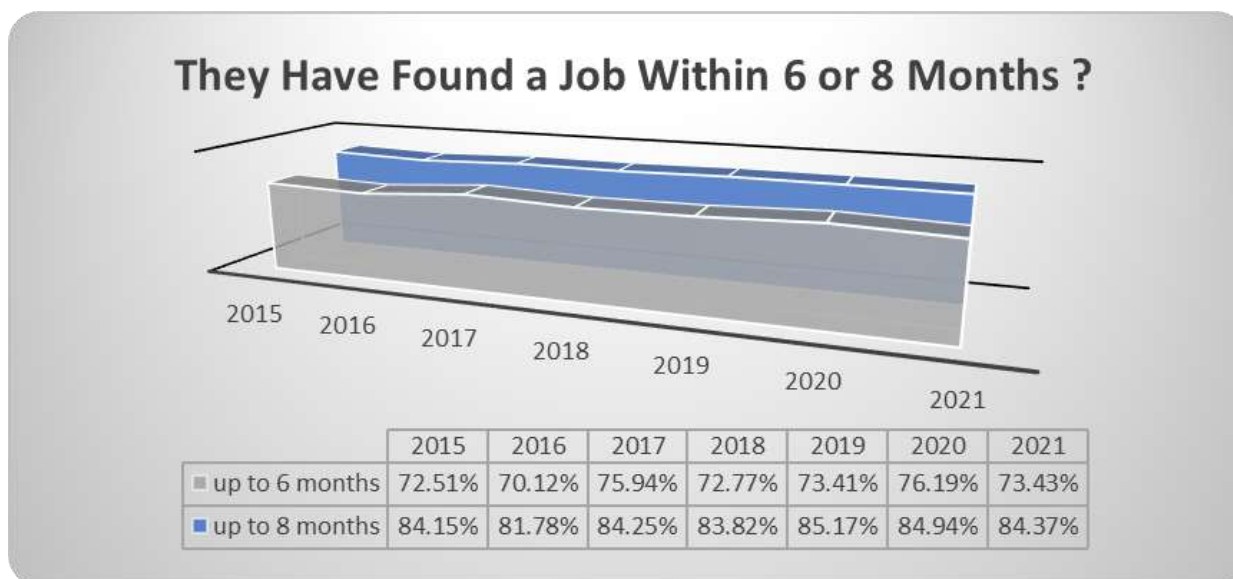


Figure 7

**Comments.**

84.37 % of our candidates found their next challenge within 8 months. This result is better than in 2020 and the second-best level after 2019 (85.17 %). Also, 73.43% of our candidates have found a job within 6 months.

**How did candidates find their new role?**

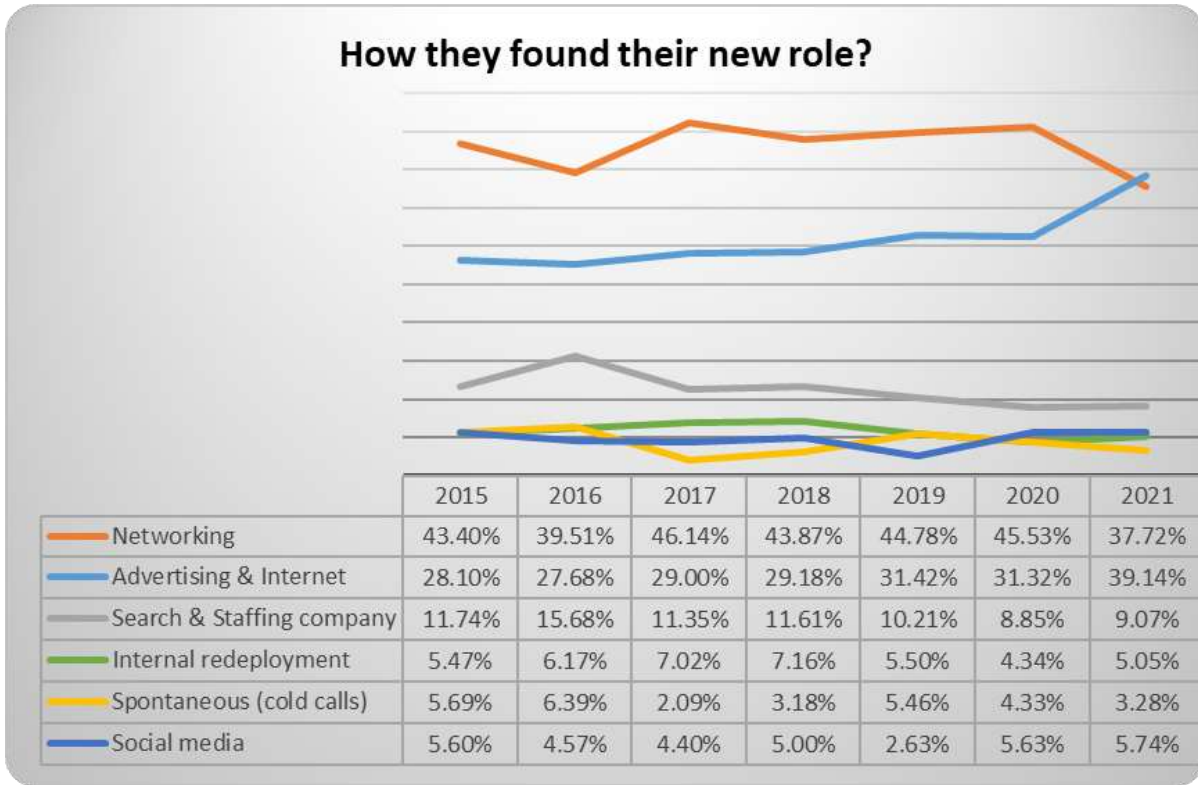


Figure 8

**Comments.** Advertising and internet (39.14%) are for the first time since 2015 the preferred tools to job market. Networking (37.72%) is now ranked number two. Search and staffing companies have been accountable for 9.07% of all cases. Internal redeployment (5.05%) has slightly increased. Social media (5.74%). Spontaneous applications (3.28 %) have dramatically decreased.

The loss of relevance in networking is probably due to the corona pandemic. Social life came to a standstill, "networking events" were held online. However, some biases persist such as the mixed use of many channels at the same time. Advertising/Internet as well as Networking remain the key success factors. Spontaneous applications are less relevant than in the former year.

## 4. Cross Sectorial Mobility

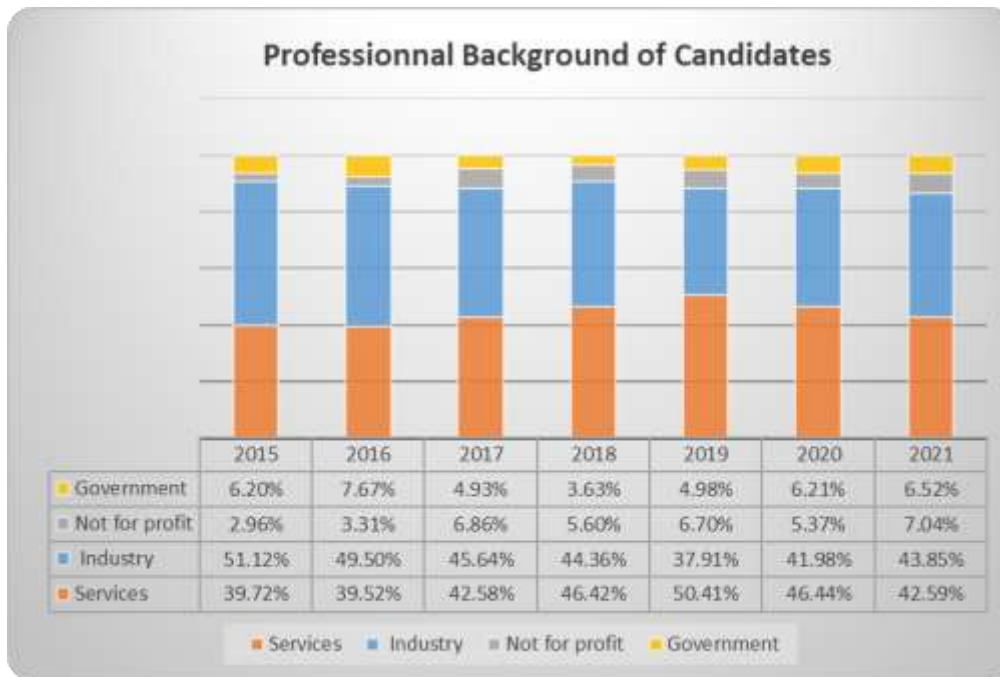


Figure 9

**Comments.** After an increasing trend until the year 2019, the Service Sector has fallen back to 42.59% in 2021, Industry has taken the lead with 43.85% in 2021. Noticeable there is a very strong increase of the Non-Profit Sector (7.04%).

Government and Non-Profit sectors generally less profit from outplacement services

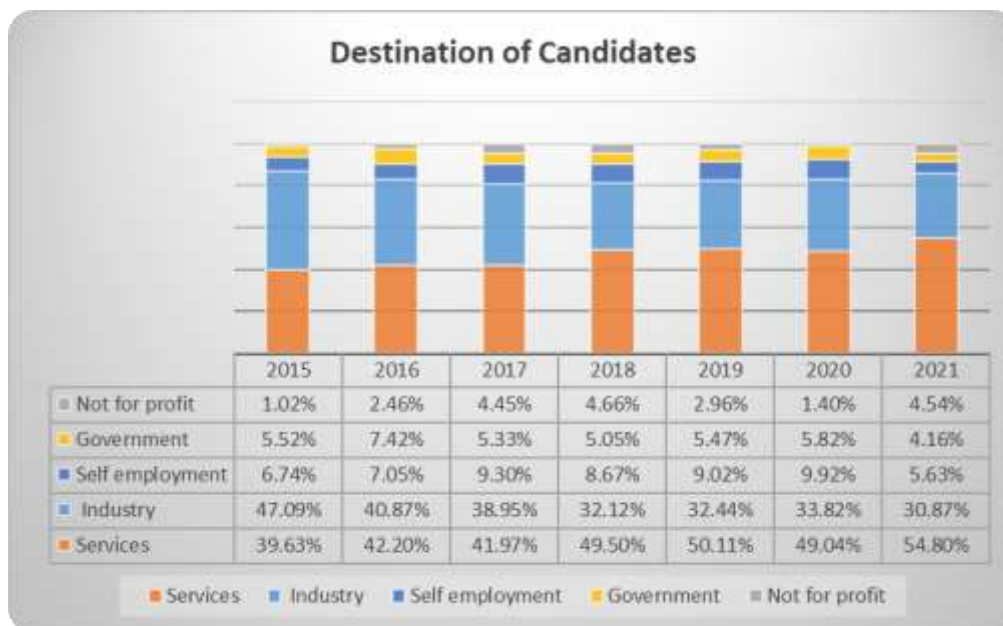


Figure 10

**Comments.** More than half of the candidates (54.80%) changed into the Service sector 30.87 % changed to the Industrial sector.. Self-employment has strongly decreased (5.63 %). Once again, the services sectors hired more candidates as it laid off. The industry sector strongly pulled out. Self-Employment has been weaker; this can be explained by the fact that the job market offered a lot of opportunities in 2021 as a logical rebound after the first pandemic.



## Top ten quotes of +50 years old candidates

1. Man of 57 years in IT role coming from private banking sector in Geneva. Found a new role in an audit and consulting company in Geneva. "The outplacement service, as well as the discussions with my Coach allowed me, by using resources at my disposal, to do an analysis and a personal introspection on my career, my future aspirations, and what was important for me on a personal level. I gradually regained confidence in myself and my abilities by identifying my achievements and projects in which I had participated, and by highlighting my key strengths. This was an essential step in rebuilding myself after my first dismissal. Several job interview exercises in English also helped me to feel more serene before the "real" interviews which finally went well. Thank you to the whole team for the support and the welcome during the face-to-face meetings."
2. The advisor that I worked with was a truly empathetic professional who provided useful advice. Very professional, deep knowledge of job market.
3. Man, 57yrs old, from insurance sector found his new job within 5 months said about his Career Counselling Firm that he appreciated our very personalized and extremely competent advice in the process of search and selection of a new position.
4. Man, 58 yrs old, from media sector found his new job within 3 months and said about his Career Coaching Firm that he appreciated most the empathy & kindness during the coaching.
5. My consultant helped me a lot with her professional and personal competence. The various analyses, self-tests, role-plays have contributed a lot to my self-discovery. Her uplifting manner and infectious positive attitude gave me the inner calm and focus I needed to prepare myself for the future.
6. I found my consultant to be very competent. I received good input from him for my application process, and he was also able to provide me with strong support in other matters (letters of resignation, etc.).
7. My Career Coach provided me a real support in defining my new project and connecting to the market via an adequate strategy for seniors.
8. My Career Coach helped me regaining self-confidence, which was crucial to have successful job interviews.
9. The intensive advice brought me a lot further in a short time.
10. I was able to take a lot of tips with me and incorporate them into my applications.

## Top trends how ACF members see the near future

1. Networking will still be a key accelerator for repositioning in the job market for all levels
2. Continued trend relating to persons exploring and implementing entrepreneurial projects.
3. Digital outplacement solutions to challenge even more the “traditional” OPC services.
4. Training demand vs/or included in OPC program still strong.
5. A constant dynamic of the job market should benefit to a largest panel of profiles compared to 2020-2021
6. Non-exit services such as Team coaching and Team building should increase to address the issue of “re-norming” after long period of home office.
7. Talent Assessment and Development Centre activities: demand to keep on growing.
8. 360 evaluation to increase to strengthen leadership & management competencies and to address as well theme such as diversity and inclusion within the organization.
9. Employability, retraining and futures of work as key issues for a majority of organizations.
10. Focus on employability and retention
11. Demand on leadership coaching
12. Continuing trends towards more customized/personalized programs
13. Coaching sessions more often per video
14. Other services around outplacement have gained more interest
15. Due to the ongoing Corona crisis and the resulting shortage of raw materials in the industry, we assume that there will be more restructuring measures in 2022. We are also seeing the first signs in the service sector that personnel reduction measures will also be taken due to digitization.

## Participating member firms



Schluchter, Licci & Partner AG  
Career Management Services

