

## ACF Switzerland Survey 2020



**04 January 2021**

<https://acfswitzerland.ch>

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## Summary

**Candidates.** In 2020 the ACF Firms have assisted almost 5000 candidates. Gender wise, it takes long to have a gender parity but for sure, we are getting closer! The educational level of the candidates is correlated with the increasing university level in the society

**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. Social media is helpful but not sufficient, adequate and professional assistance makes the difference

## General Explanation

The statistics below summarizes the data over 4 years from 2017 to 2020.

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 representing almost 5000 candidates have been surveyed in 2019 and 2020. There were 9 members in 2018 and 2017.

# 1. Candidates involved in an Outplacement Programs

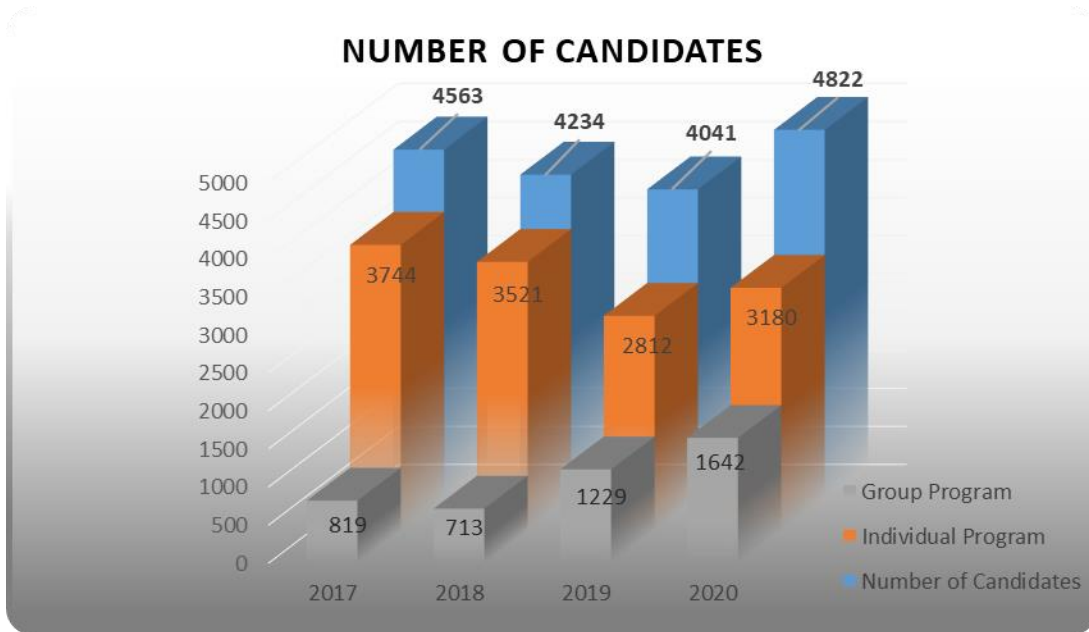


Figure 1

**Comments.** The number of candidates has decreased from 2017 through 2019. In 2020, the overall number of candidates has grown mostly through more group programs.

**Assumption.** The number of candidates is growing this is also due to the social responsibility of the client companies.

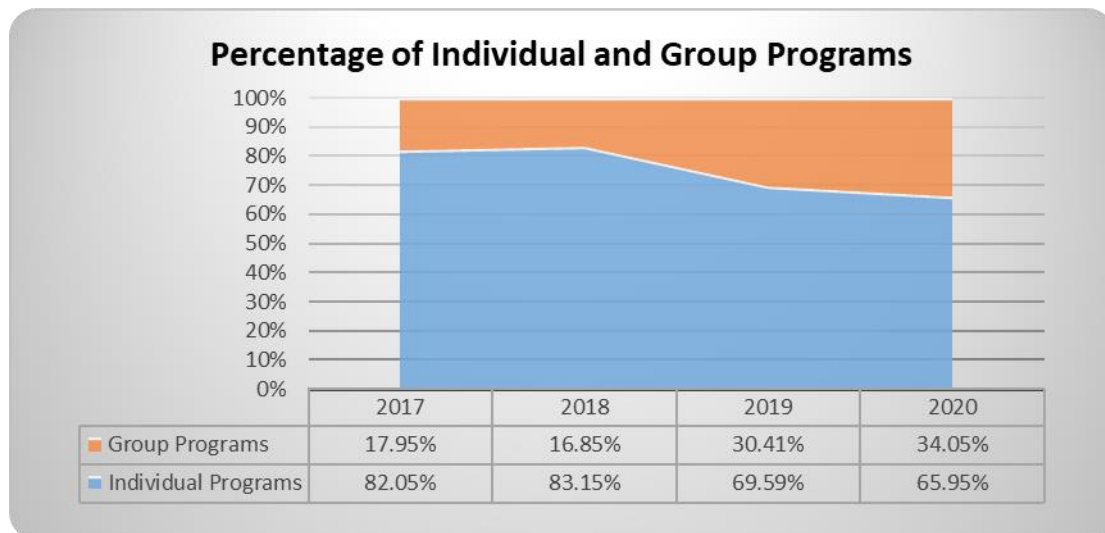


Figure 2

**Comments.** In the years, 2017 to 2018 the number of individual programs has made more than 80 % of the whole. In 2019, the ratio of group programs has dramatically grown. In 2020, the growth is still strong

**Assumption.** According to our 2019 report a difficult economic situation in 2020 was anticipated. This became true and we can anticipate a strong activity in Group Outplacement in 2021 as well.

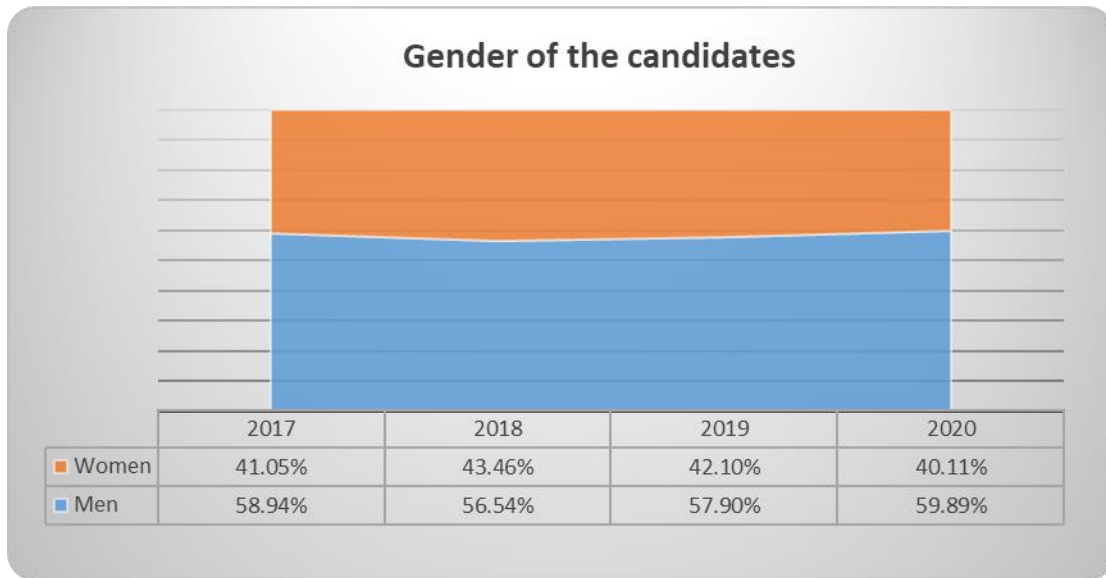


Figure 3

**Comments.** Back to the future! The 2020 figures show the same result as 4 years ago. Gender equality is still a hard piece in our industry

**Assumption.** Looking back from 2009 up to date, this ratio has moved from 28 % 15 years ago to 40.11 % today. It takes long to have parity!

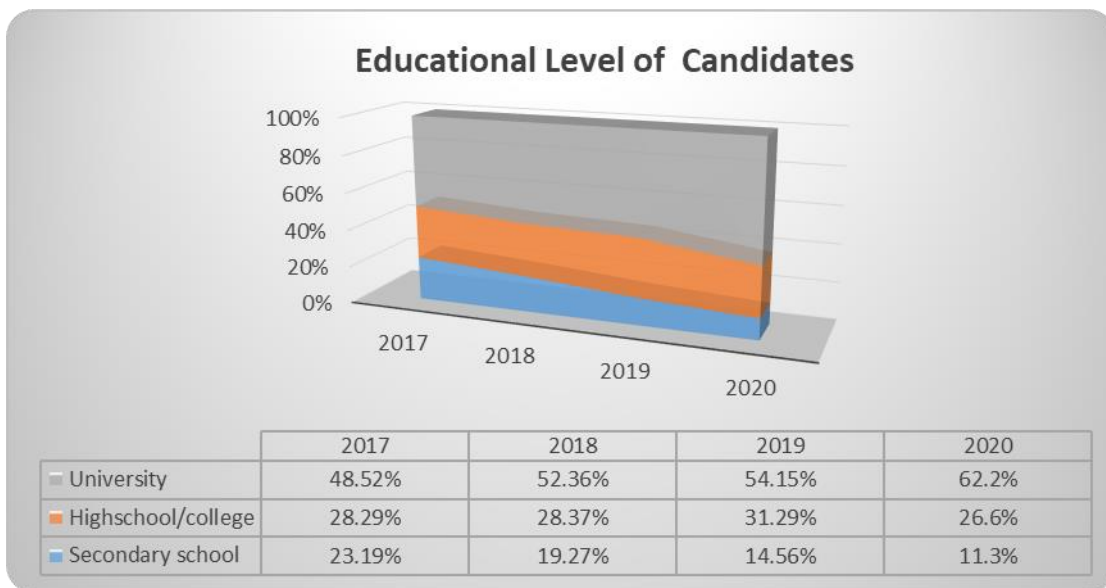


Figure 4

**Comments.** The educational level of the candidates is increasing over the period considered. Since 2018, the most candidates have a university level. In 2020 the increase of university level has bumped into an unprecedented 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. The high proportion in 2020 may indicate that the restructuring plans have strongly impacted the central functions in headquarters.

## 2. Back to work again

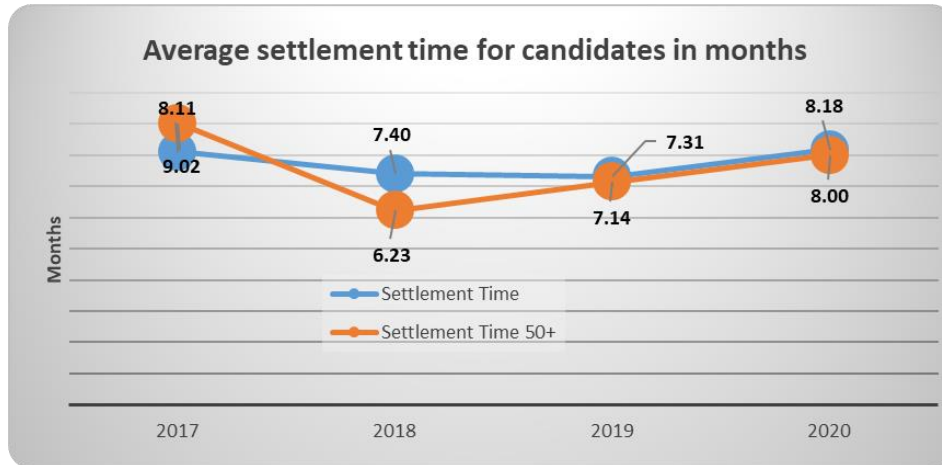


Figure 5

**Comments.** The average settlement time has increased in 2020, and is now slightly higher than 8 months. The settlement time for the 50 + individuals has come closer to the total average with a value of 8.00 months.

**Assumption.** Obviously, a higher unemployment rate (through Corona Virus) 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.

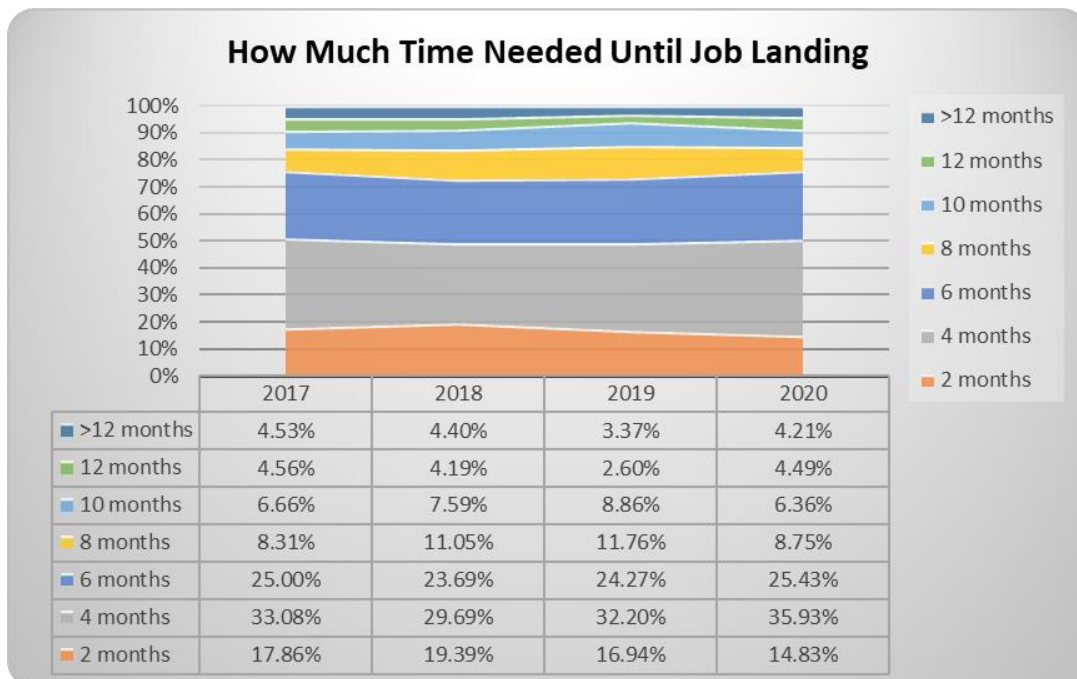


Figure 6

**Comments.** Over a four-year period, it seems to be less easy to find a new role within 2 months. Also, less people have found a job between 2 and 4 months. It also seems that there are more long-term job seekers (12 months and more). However, this was also the case 4 year ago.

**Assumption:** this also establishes the fact that the job market is even tougher. Outplacement services help reducing the long durations.



Figure 7

**Comments.** Aggregated values from 2 months up to 8 months show that 84.94 % of our candidates find their next challenge within 8 months. The level is still near to the 2019 highest level (85.17 %).

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

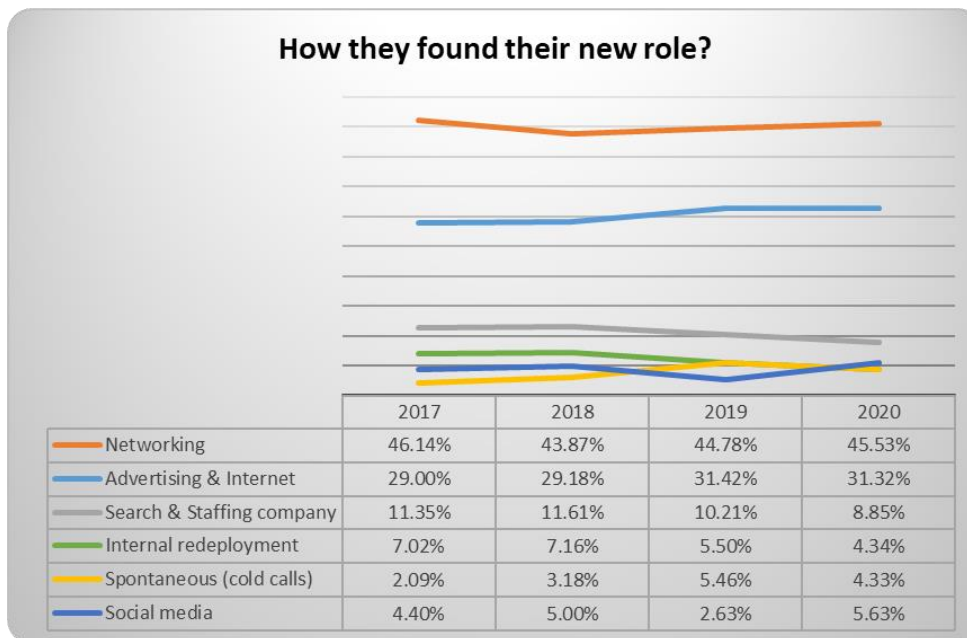


Figure 8

**Comments.** Networking remains by far the most popular road to job market in 2020 (45.43%). As second, advertising & Internet (31.32 %) is still very strong. Search and staffing companies have been accountable for 8.85% % of all cases, however in a declining trend. Internal redeployment (4.34 %) has decreased for the first time over the past four years. Social media (5.63%) is at its highest level for the past four years. Spontaneous applications (4.33 %) has dramatically decreased.

**Assumption.** However, some bias persists such as the mixed use of many channels at the same time, Networking as well as Advertising and Internet remain the key success factors. Spontaneous applications are less accessible than in the former year. Maybe because the recruiters are overwhelmed with spontaneous applications? The use of social media is coming back and strongly. The way to the future?

### 3. Cross Sectorial Mobility

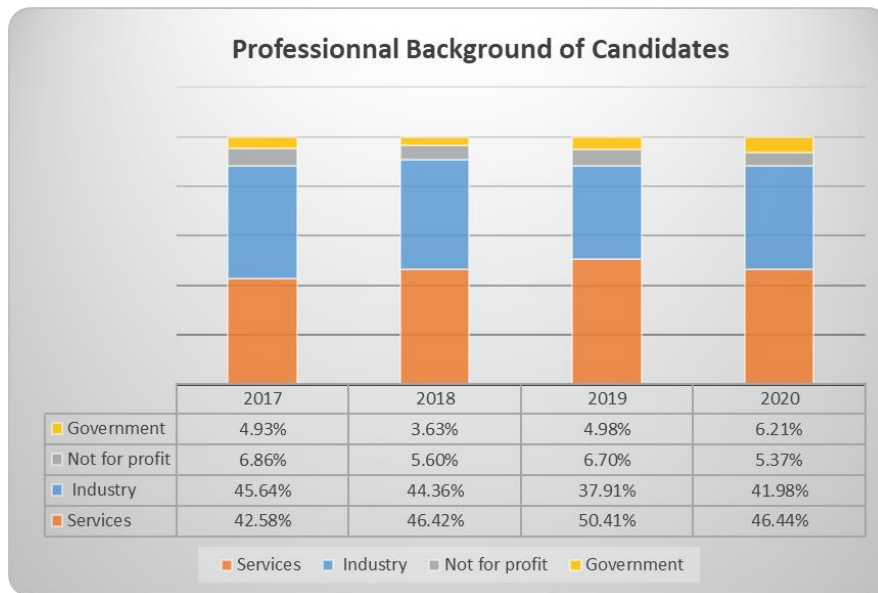


Figure 9

**Comments.** After an increasing trend in the past years, the service sector has fallen back to 46.44% in 2020, still leading but the industry has gained from 37.91% in 2019 to 42.98% in 2020.

Noticeable is also the increase of the government and the decrease of the non-for-profit sector.

**Assumption.** These figures may show a restructuring in the industry, noticeably in the manufacturing sector.

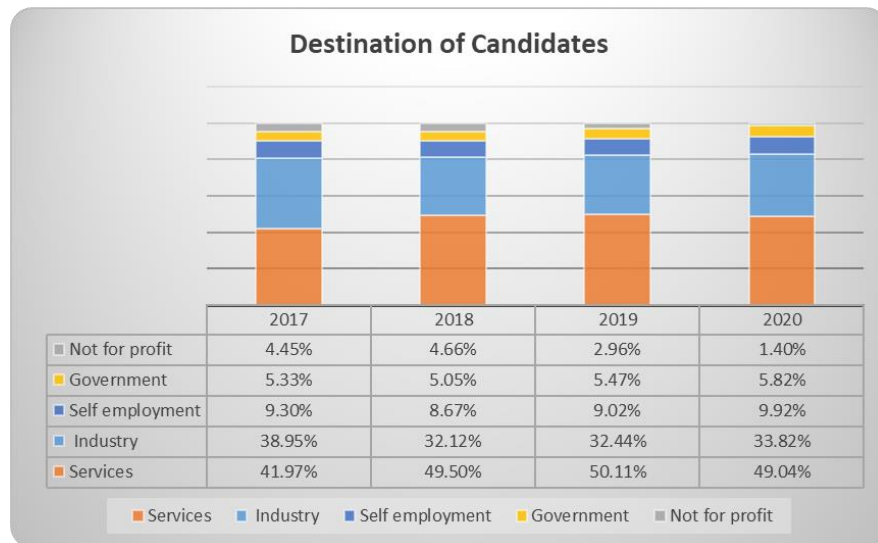


Figure 10

**Comments.** Almost half of the candidates (49.04%) went to the services sector, 33.82 % went to the industry. Self-employment is at its highest level over the four-year period. (9.92 %). Also, an increasing number of candidates, (5.82%), went to the Public Sector (Government). Not-for-Profit organizations made only 1.40 % of the cake, the smallest part in the past years.

**Assumption.** The services sectors hired more candidates as it laid off. The industry sector pulled out. The winner is Self-Employment which makes almost One among ten of the candidates (9.92%)



## The trends ACF members see for the near future(extract)

1. AI Trends will be pushed (recruiting but also diagnostics)
2. Digital solutions should be accelerated by the COVID-19 situation. More virtual coaching
3. The reorganizations shall particularly affect seniors and executives' profiles. Portfolio careers may increasingly become a "must" rather than an option.
4. Employability & competencies 4.0 to become an important topic.
5. Networking still a key accelerator for repositioning in the job market for senior executives.
6. Increase in self-employment rate
7. Due to COVID-19, decrease of networking to find a new job
8. Longer search of for job because of Covid Pandemic

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

1. Candidate, 60, coming from the industry who after one year is now working for an organisation promoting apprenticeship, mandate for 3 years. Very happy to be aligned with hi actual values.
2. Candidate, 61, coming from the watch industry, after 14 months found a mandate in his sector. Very happy to give his experience to younger people.
3. The main strength of the program is the relationship that the coach builds with the candidate, that he always has a positive attitude and motivates the client to be active again and again! I am very satisfied, I have a new job again, and that was the goal! On a scale of 1 to 5, a five. I will continue to seek advice from the coach after completing this program.
4. ... since I am not seeing any encouraging signs of the top management job market, in Switzerland (or even Western Europe) improving significantly over the next 6 months. Quite the opposite actually in the US. I will start in a new role in the US
5. Professionalism & Experience Flexibility and Adaptability to Individual needs Quality of Workshops "Through the outplacement services of the ACF Outplacement Firm, I was very effectively and successfully supported in my efforts to find a new position. The consultants' great experience and professionalism as well as the flexibility with which individual requirements and needs were met deserve special mention.
6. Through the workshops with different topics concerning personal reorientation, job search and application, as well as the individual consultation, even in details, I received many suggestions and support, which revealed several possibilities for my personal development and fin all y led to a successful new positioning."
7. I received great support, without which I probably wouldn't even have the prospect of a new job.
8. Meeting point for interesting "fellow sufferers" from a wide variety of industries
9. A woman, 59 years old, retail, lost her job after 17 years and found a new job within 3 months
10. A man, 55+ years old, logistics and public transport, found his new job within 4 months
11. I was accompanied by a Senior level partner with board know-how leading me to fast success. Thank you!
12. I really like the approach. ACF Outplacement Firm spent time with me to disconnect from my previous work experience and helped me in discovering what I really like. I am now looking forward to a whole new role in a new industry.



## Appendix: ACF Member Firms in Switzerland

	2016	2017	2018	2019	2020
Grass Group	1	1	1	1	1
LHH					
Maeder & Partner	1	1	1	1	1
Nadig				1	1
Oasys Consultants	1	1	1	1	1
Otherwise 9		1	1	1	1
OTP Organisation & Training Partners AG	1	1	1	1	1
pdp performance development partners sa	1	1	1	1	1
Right Management	1	1	1	1	1
Schuchter & Licci		1	1	1	1
von Rohr & Associates	1	1	1	1	1
Survey Participants	7	9	9	10	10