

Zurich, 6th January 2020

Fast-track to the desired job; thanks to outplacement/newplacement

The current three-year survey, conducted by Grass & Partner Ltd., covers the period from 2017 to 2019, and shows that especially over the past year, the job-search time for outplacement/newplacement programme participants has significantly decreased. What are the reasons for this positive development for job seekers and people who are ready for a change? Hereinafter, various areas, which influence the current job market and career development process shall be addressed.

The average job-search time, for a person who has completed a professional reorientation programme provided by Grass & Partner, has continued to decrease over the past year, a trend which has persisted since 2017. According to the most recent figures from the annual three-year survey, the average job-search time lies at 5.1 months for 2019, which is 0.5 months less than the previous year's standing. In a ten-year comparison, this low landing rate, as it is known in jargon, constitutes one of the lowest rates ever recorded.

This development is partially reflected in the unemployment rate published by the State Secretariat for Economic Affairs (SECO) which is done in collaboration with the Federal Statistical Office, they too have recorded a distinct downward trend since 2017. There are myriad reasons for the positive development of the current labour market. The main causes for this are primarily due to Switzerland's sustained favourable economic situation, which continued in 2019, and the related demand for qualified specialists. Despite this situation, we are seeing a structural change associated with filling vacancies, this particularly applies to the SME sector, a fact we had already observed a year ago. The "lock and key theory" for filling a vacancy is still being explored. Digital methods, such as Application Tracking System (ATS), are gaining ground in the selection process, and are being applied together with conventional assessment methods, thus enabling a pin-point analysis of the desired applicant profile.

This is precisely where the benefits of an outplacement / newplacement support come into play. Awareness of and focus on core competencies as well as the precise alignment to the desired job and the respective employer, helps job seekers to accelerate the achievement of the next step in their career or to find the next job much faster.

The three-year-survey conducted by one of Switzerland's leading providers of outplacement is based on a survey of approximately 500 managers and technical specialists from a wide range of industries.
www.grassgroup.ch

Trend reversal in the industrial and pharmaceutical sector

The current survey indicates that the insurance and IT sector were less affected by restructuring measures, than in the past. A more pronounced pressure, however, was observed in the pharmaceutical and industrial sector, both of which experienced a sharp increase in the number of employee separations. With regard to the industrial sector this only became apparent in the second half of 2019.

Despite the declining trend of employee separations within the IT sector, Grass & Partner noted an increase of separations with regard to computer scientists, which were affected by a job change. This is not least due to the changing requirements with regard to an employee's digitalisation competencies and experience in new as well as more agile organisational frameworks such as Scrum or Holacracy.

Positive outlook for older employees continues

2019 was marked by the positive development regarding job-search time for and employability of older employees. The number of redundancies among the 50- to 54-year-olds declined by 13%, while the figure for 55 plus-year-olds retracted by 9%. However, there is an increase of job loss among 45- to 49-year-olds, which runs counter to the findings for the years 2017 and 2018. This clearly indicates, that it not necessarily means that older people will find things more difficult during a reorientation process, and that their competencies, as well as their experience, knowledge, and employability will be more in demand than ever.

Management continues to be challenged

Compared to the slightly decreasing tendency at senior management level, there is an equivalent rise at middle management level. This means that especially at larger SMEs and big companies with several management levels, it is the key decision makers at this hierarchical level, which are mostly affected by change. If we add to this the reasons of separation, it becomes apparent that the frontrunners in terms of reasons for separation are restructuring and mergers. This is also reflected in the market itself, where changes to oligopolistic markets will soon be evident across all major sectors of the Swiss economy.

The first study of this kind, conducted by Grass & Partner, covered the period from 2005 to 2007. Since then the three-year-survey has been conducted on an annual basis, thus providing members of all management levels and technical specialists with relevant information with regard to the labour market situation.

About Grass & Partner

Grass & Partner AG is one of the leading companies in separation management at executive level as well as across all management levels, and regarding group outplacement in Switzerland. Outplacement coaching is based on the following four principles:

1. A clearly structured process with open, transparent communication over a defined period of time or until a successful start into a new position or self-employment.
2. In an intense and demanding collaboration, managed by a personal consultant, the candidates – building on the knowledge of their potential portfolio – are gradually prepared to position and market themselves in the labour market.
3. Grass & Partner's personal consultants are experienced with proven ability. They all know the reality of business through their own multi-year experience in management positions.
4. Based on a close relationship of trust, candidates are able to access the in-depth know-how of their personal consultant, as well as the extensive business network of Grass & Partner AG.

In 2019, Grass & Partner supported approximately 500 individuals at executive and management level as well as technical specialists in their search for a new job. Grass & Partner dedicated on average 5.1 months on outplacement/newplacement until a successful solution was found.

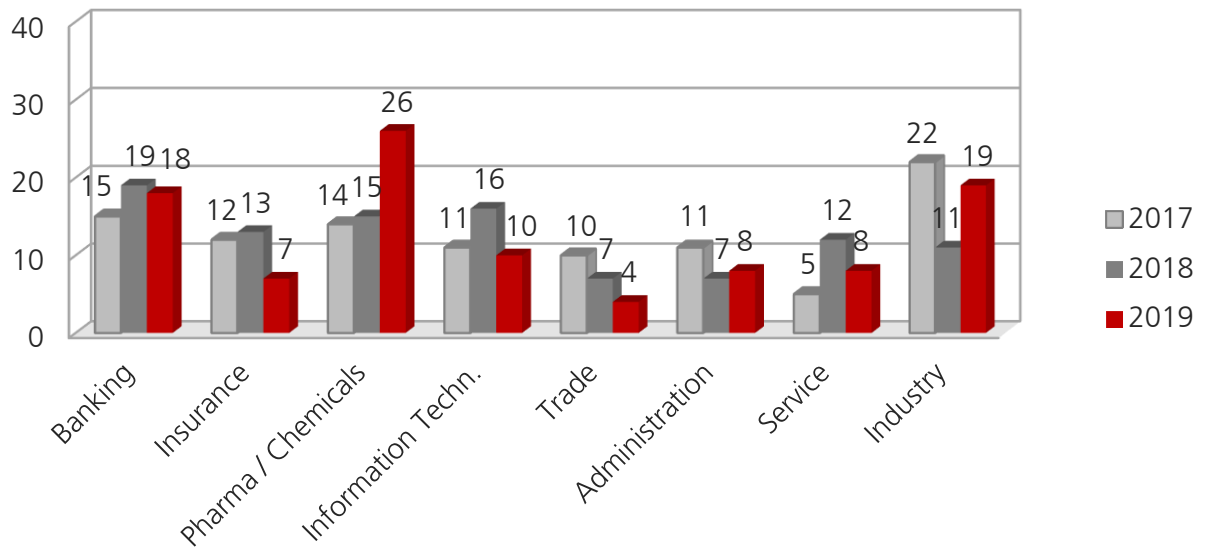
Grass & Partner has offices in Zurich, Bâle, Berne, St. Gallen, Zug, Lucerne as well as cooperation partners in Geneva and Lausanne with an international focus. Additional information can be found at www.grassgroup.ch

Further information and images can be obtained from

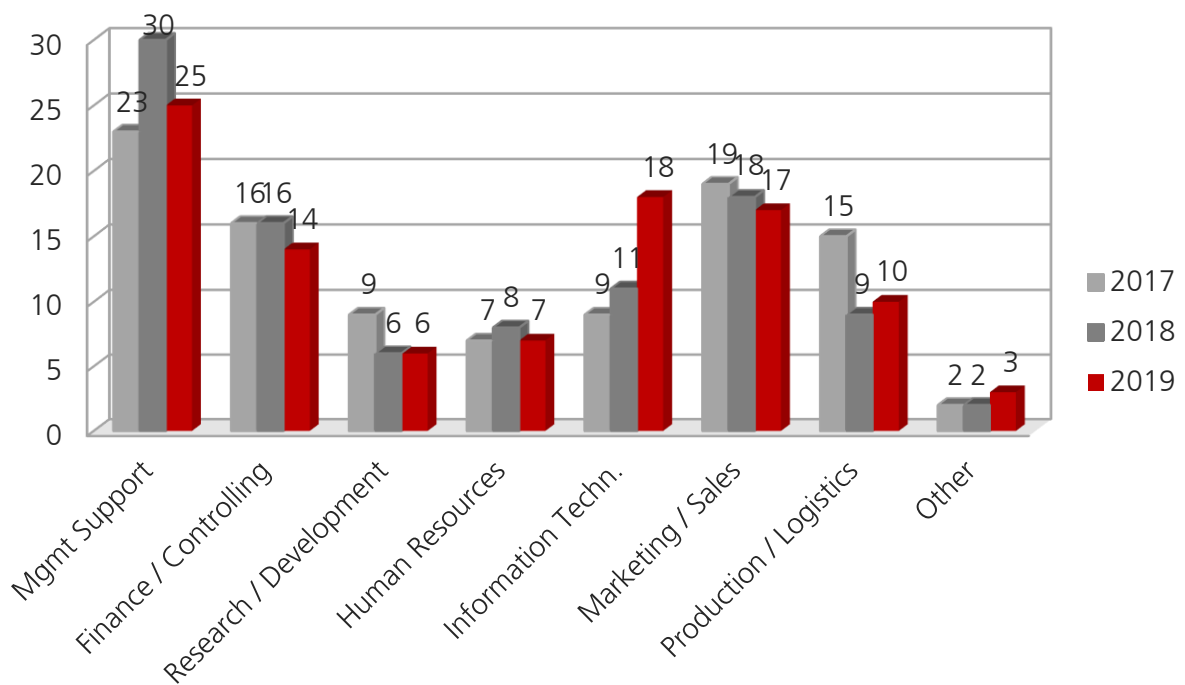
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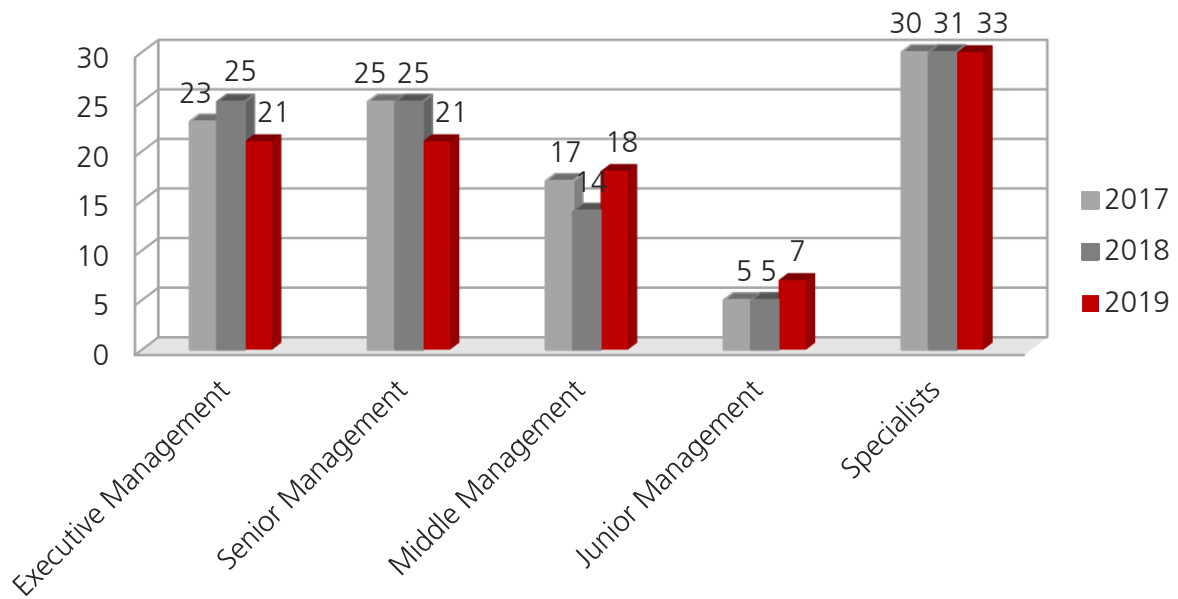
1. Sectors 2017 – 2019 in %



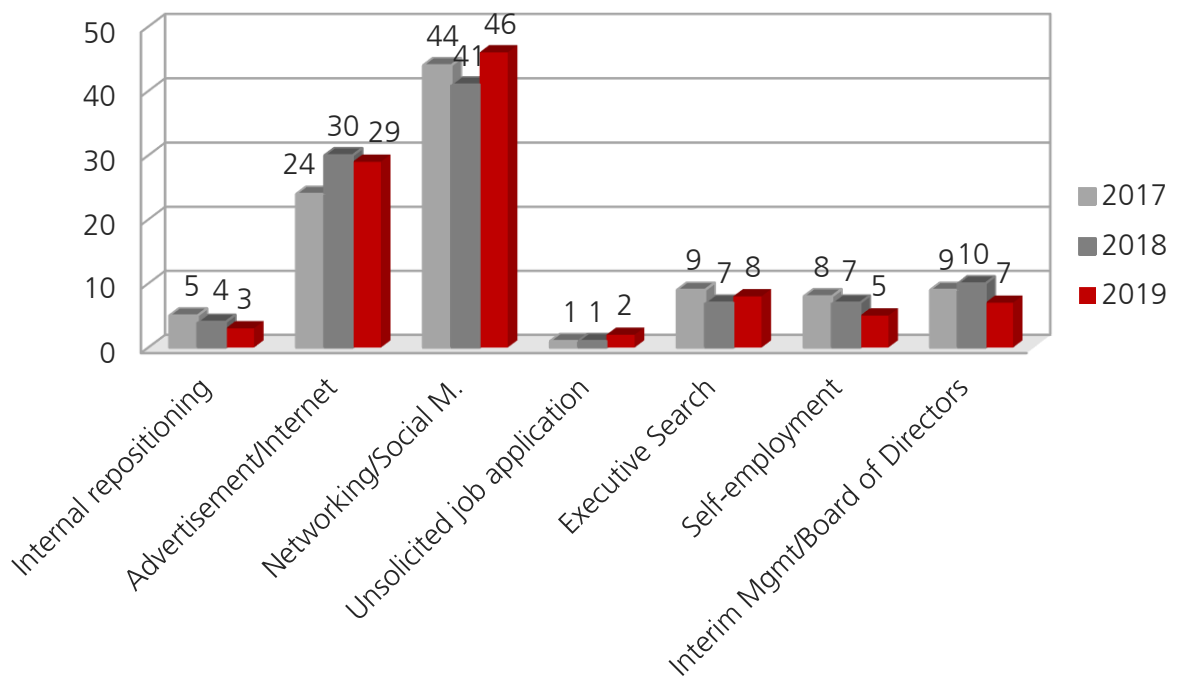
2. Areas / Activities 2017 – 2019 in %



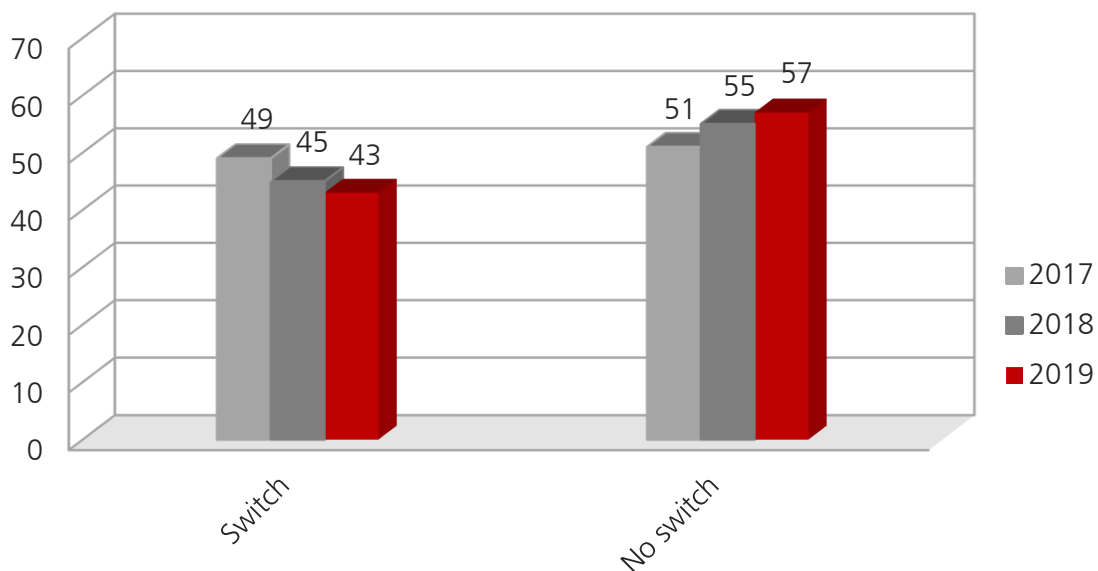
3. Hierarchical levels 2017 – 2019 in %



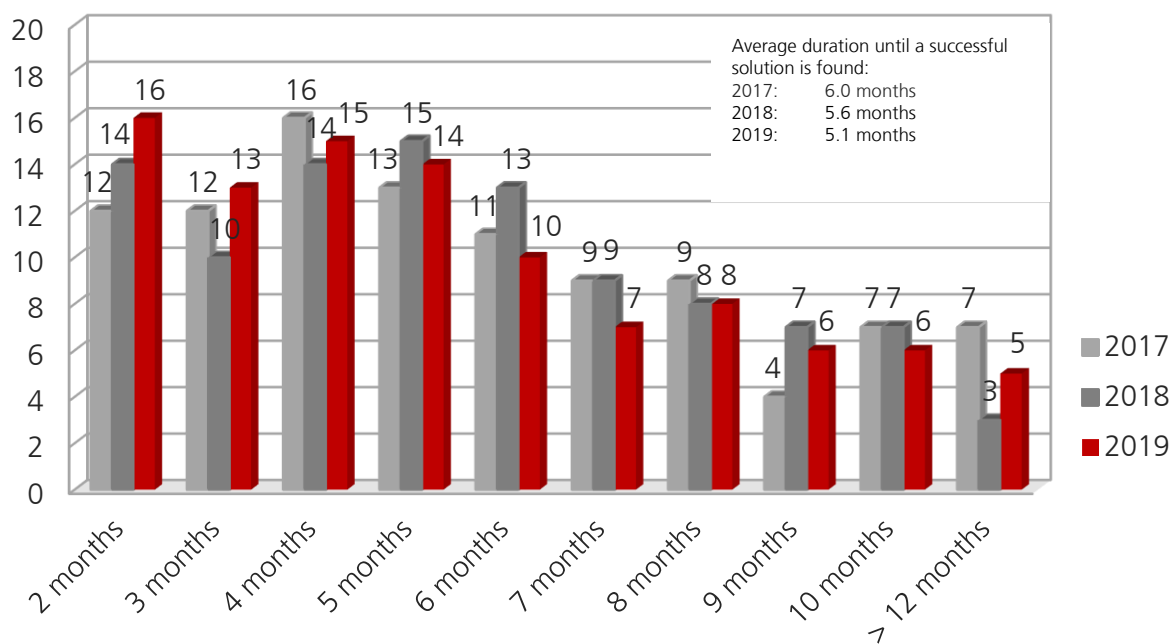
4. How the new job was found 2017 – 2019 in %



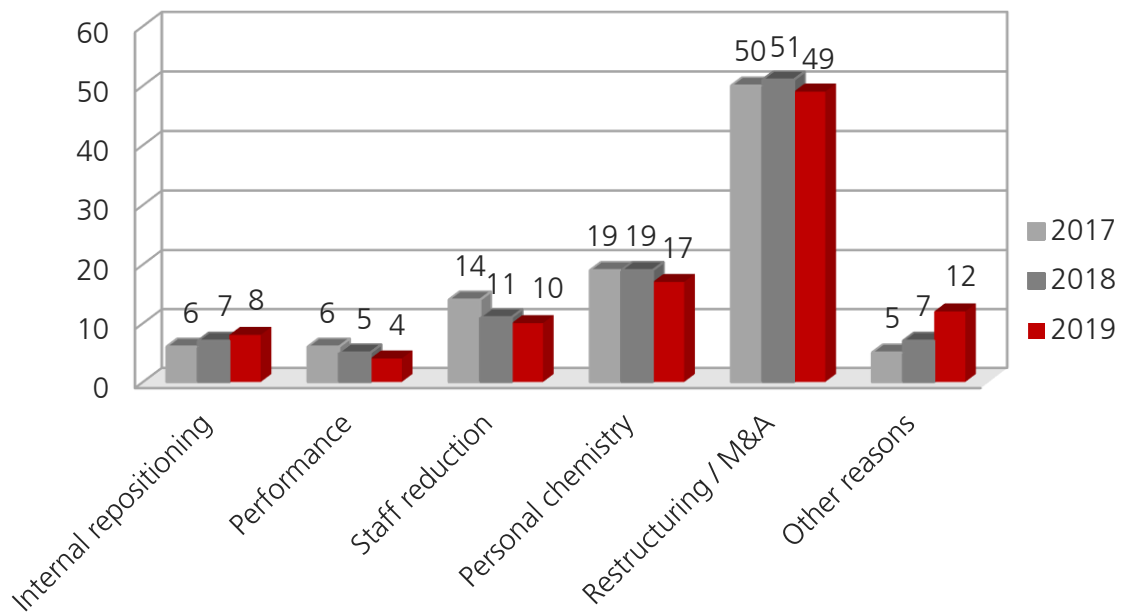
5. Switching sectors 2017 – 2019 in %



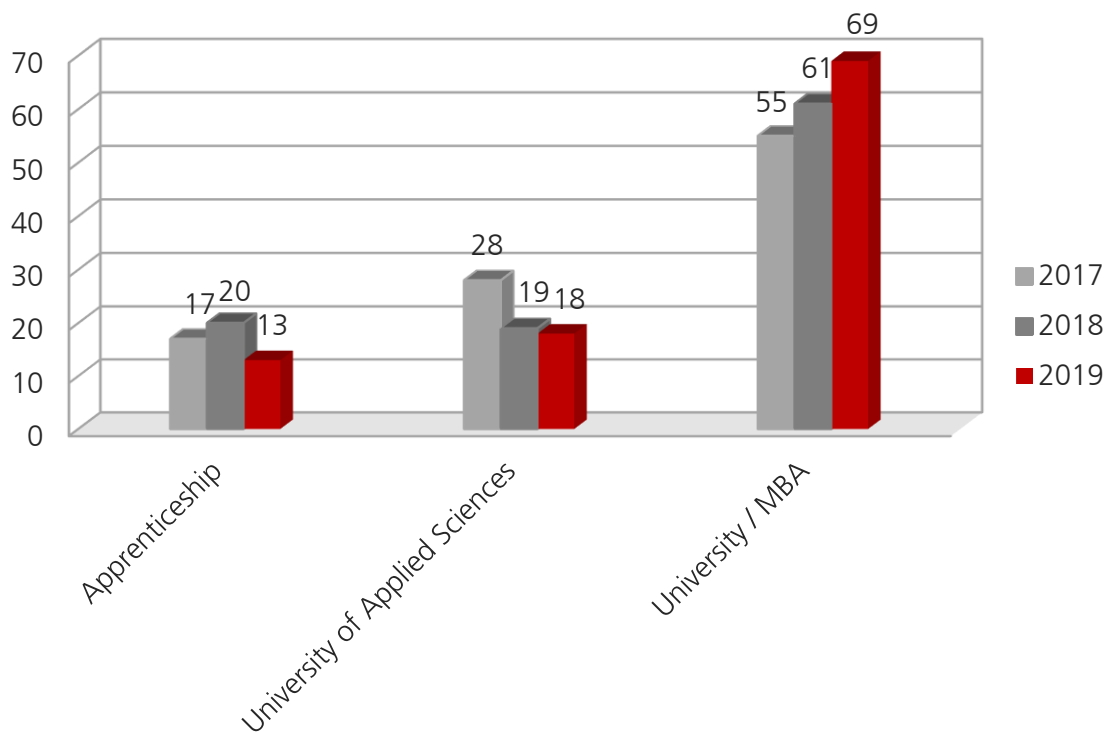
6. Outplacement duration in months until a successful solution is found 2017 – 2019 in %



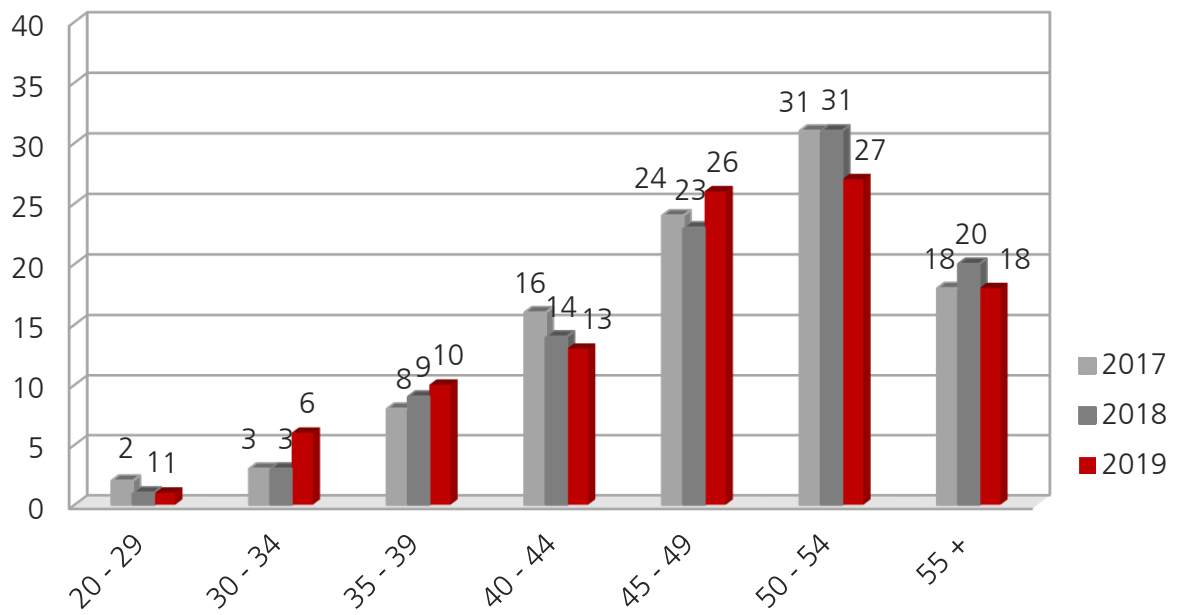
7. Separation reasons 2017 – 2019 in %



8. Education 2017 – 2019 in %



9. Age distribution 2017 – 2019 in %



10. Gender 2017 – 2019 in %

