

Zurich, 4<sup>th</sup> January 2021

## Good job opportunities despite Corona - how is that possible?

The current three-year survey conducted by Grass & Partner AG reveals several astonishing facts regarding the highly eventful and challenging year 2020, which the Swiss economy faced. Therefore, it comes as a surprise that the average job-search time, for a person who completed a professional reorientation programme provided by Grass & Partner barely increased by 0.1 months to 5.2 months. The reasons for this are manifold. This survey identifies numerous factors that influence the current job and career development market, and all of which are elaborated in more detail in our report below.

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Although the duration of search time remains relatively stable, the survey indicates a rupture in the trend that has persisted for years, namely a decline in the landing rate, being the duration between the start of the reorientation programme and the successful completion of the job search. This is due to the fact that the sectors were affected to varying degrees by the far-reaching economic impact of the coronavirus. Since the number of people being coached by Grass & Partner in 2020 rose compared to the previous year, this rupture in the trend of a declining job search time is put into perspective.

The three-year survey conducted by Grass & Partner, which is one of Switzerland's leading providers of outplacement, is based on a survey of over 500 managers and technical specialists from a wide range of industries. [www.grassgroup.ch](http://www.grassgroup.ch)

### **Decrease in the pharmaceutical sector, increase in the industrial sector**

The survey reflects a drop in layoffs within the chemical and pharmaceutical industry as well as the banking sector, whereas the rate of dismissals in the industrial sector shot up. The service sector has been particularly hard hit, this being mainly down to the retail sector and the effects of business closures.

Although the industrial sector is very production-oriented, professions in and around production were less affected by redundancies. Finance and accounting recorded a slight decline.

### **Technical specialists remain stable, increase in middle management**

The findings regarding changes experienced by technical specialists remain remarkably consistent. Over the past three years, the number of people affected hasn't varied much. The reduction at executive management level as well as the increase at middle management level is roughly the same as in the past two years, the reason being that many companies have downsized or even eliminated their organisational units, thus requiring fewer management levels. Likewise, this reflects the fact that there were more internal repositioning's last year. Besides, the number of people who changed jobs within the same company increased by an impressive 14 per cent, both at management and employee level.

**Trend reversal in job search channels**

Networking in-person, which in recent years had seen a steady growth, dropped from 46% to 38%, this being a direct consequence of the corona crisis, and the fact that there were only few events, trade shows, and other networking opportunities. Conversely social media platforms such as Xing or LinkedIn significantly gained in importance. What clearly left its mark was the strong shift from on-site to videoconference-based interviews. This new way of conducting interviews, which is unfamiliar to many candidates, shall be taken into account in our outplacement programme.

**«Keyhole placement» is still en vogue**

Sometimes it takes a long time to evaluate and assess every aspect when looking to fill a vacancy. A lot of time and effort is dedicated in order to find the ideal person, this effort is reflected in the rising number of people who remain loyal to their sector. People are increasingly staying within the same sector and in the same job in order to take advantage of keyhole placements.

**Older workers continue to be affected**

According to a report published by the CSIAS, the Swiss Conference for Social Welfare, «The number of welfare recipients as well as the social assistance rate among over 55s has clearly risen». Furthermore, it states that «unemployment among over 55s is on the rise both in absolute and relative terms». This is also reflected in our three-year survey. The good news is that the stable landing rate regarding the job search time, which over the past twelve months rose marginally from 5.1 months to 5.2 months in 2020, already includes this age group, as we recorded more than 100 landings for people over 55. Consequently, with some optimism and a positive attitude, it can be said that the chances of finding a new job within six months in 2021 remain favourable.

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### 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 2020, Grass & Partner supported more than 500 individuals at executive and management level as well as technical specialists in their search for a new job. Grass & Partner dedicated on average 5.2 months on outplacement/newplacement until a successful solution was found.

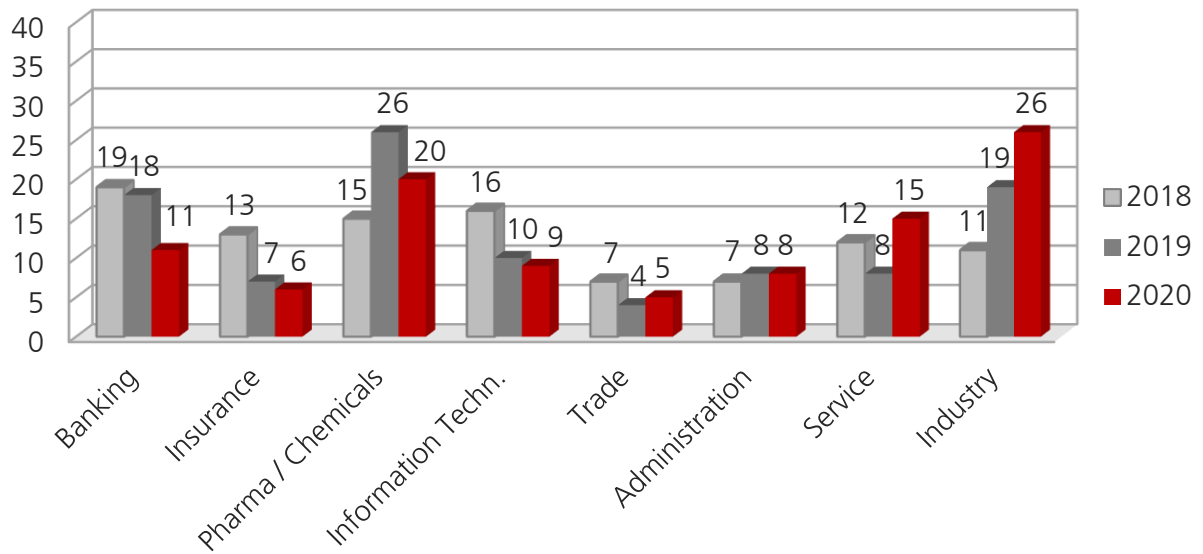
Grass & Partner has offices in Zurich, Bâle, Berne, St. Gallen, Zug, Lucerne as well as cooperation partners in Geneva and Lausanne with an international focus. Additional information can be found at [www.grassgroup.ch](http://www.grassgroup.ch)

### **Further information and images can be obtained from**

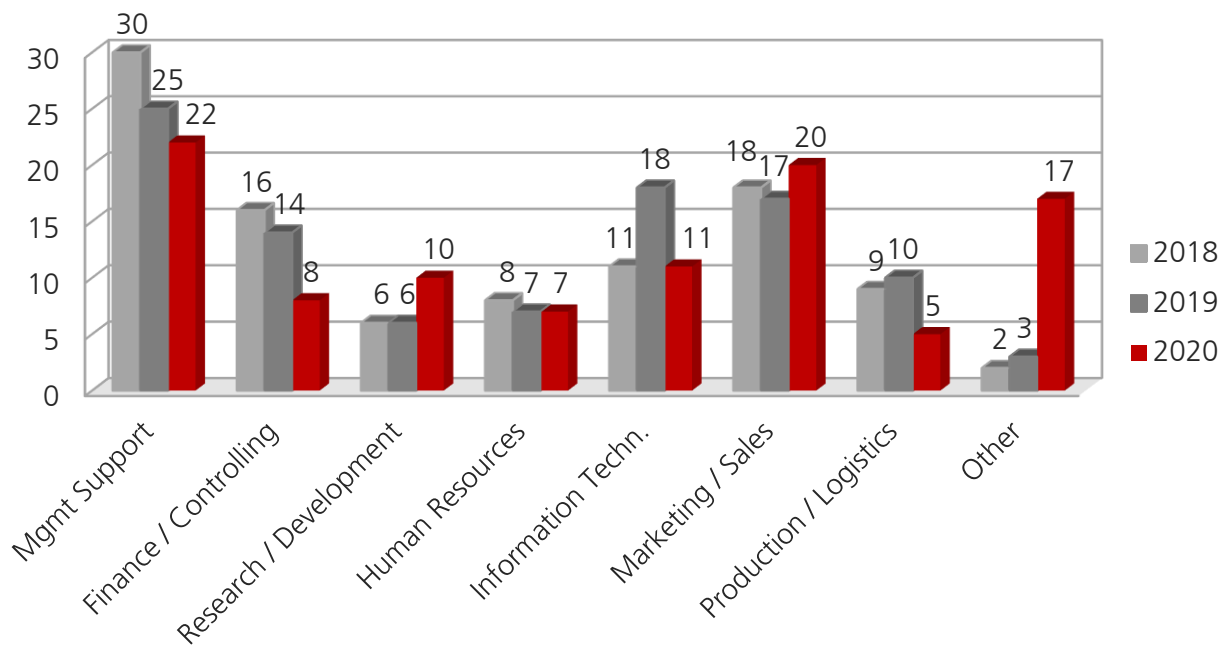
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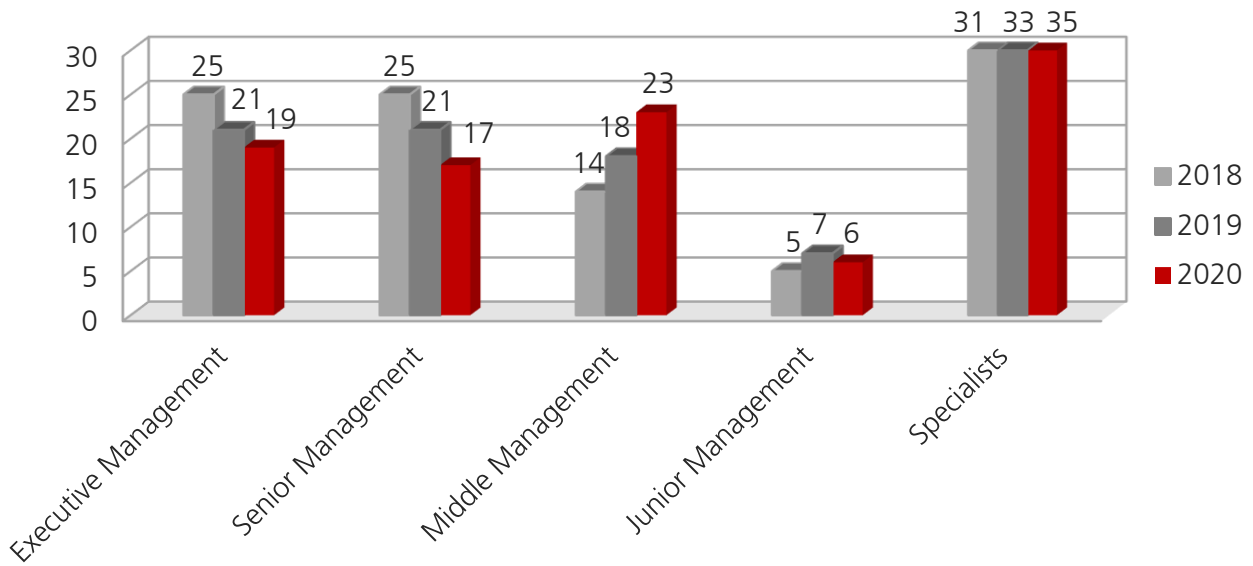
1. Sectors 2018 – 2020 in %



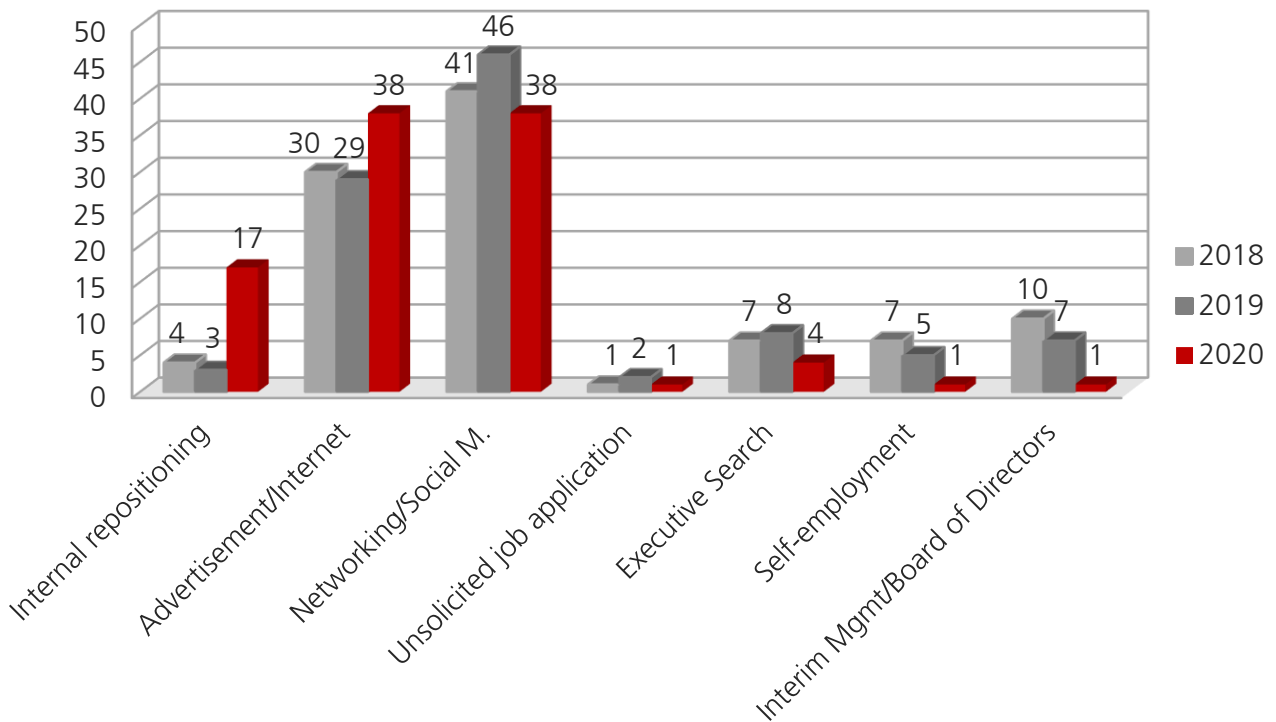
2. Areas / Activities 2018 – 2020 in %



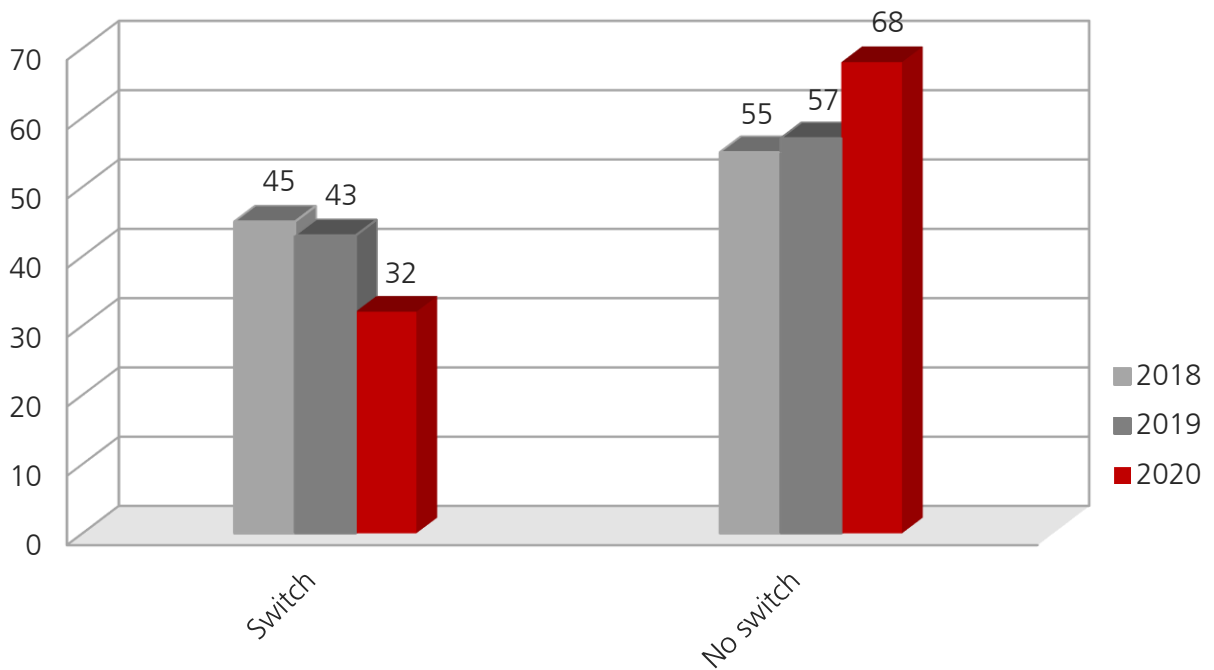
3. Hierarchical levels 2018 – 2020 in %



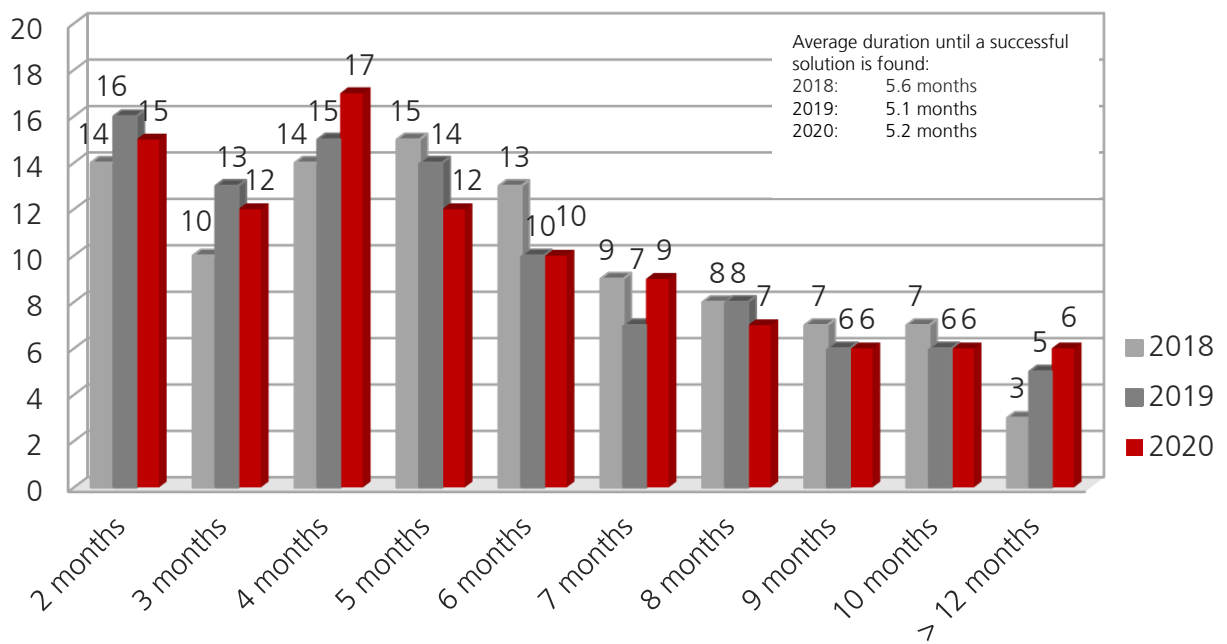
4. How the new job was found 2018 – 2020 in %



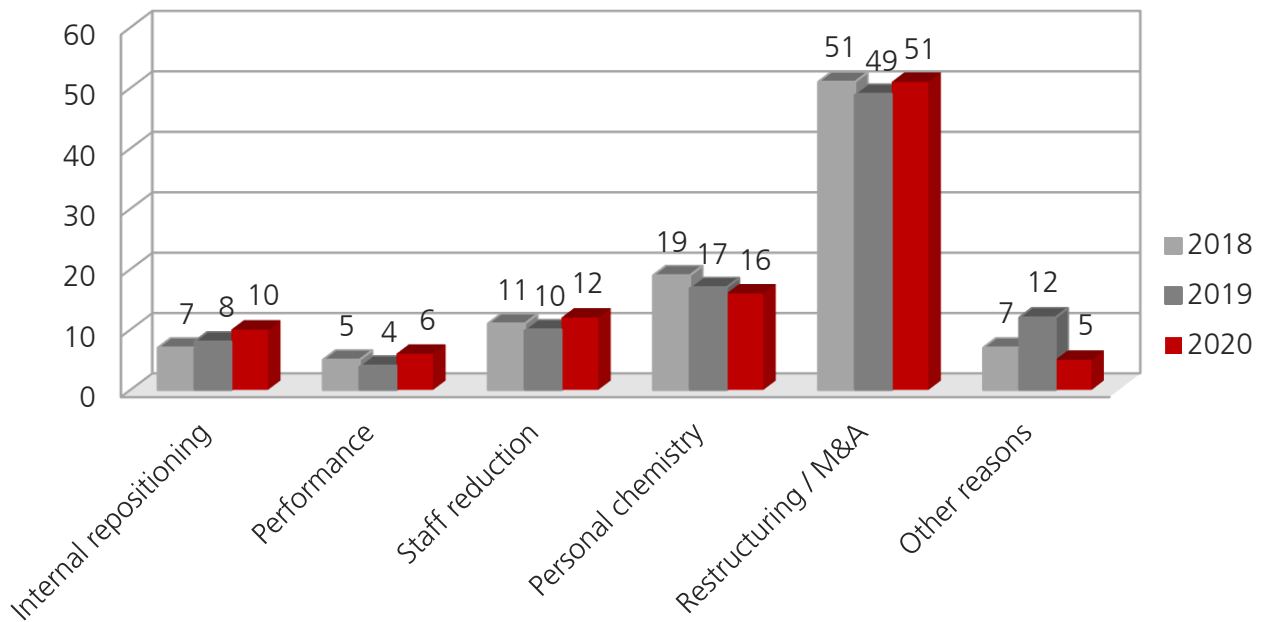
5. Switching sectors 2018 – 2020 in %



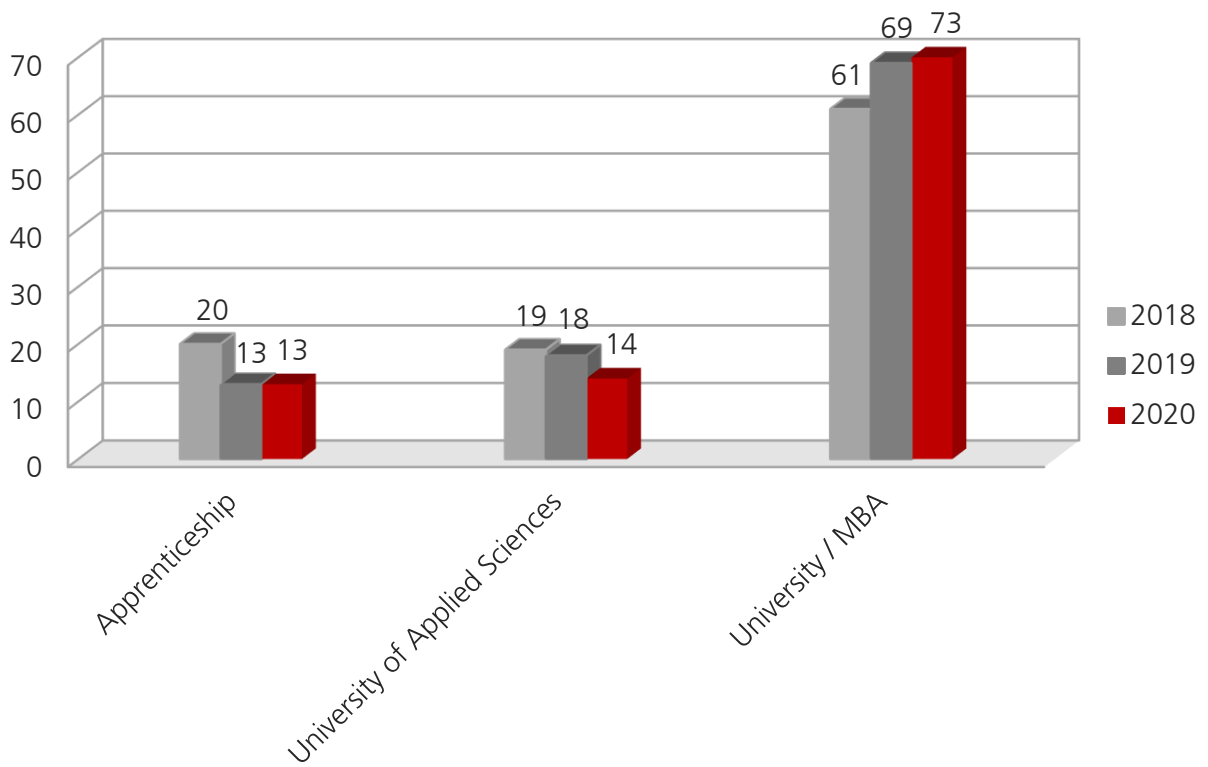
6. Outplacement duration in months until a successful solution is found 2018 – 2020 in %



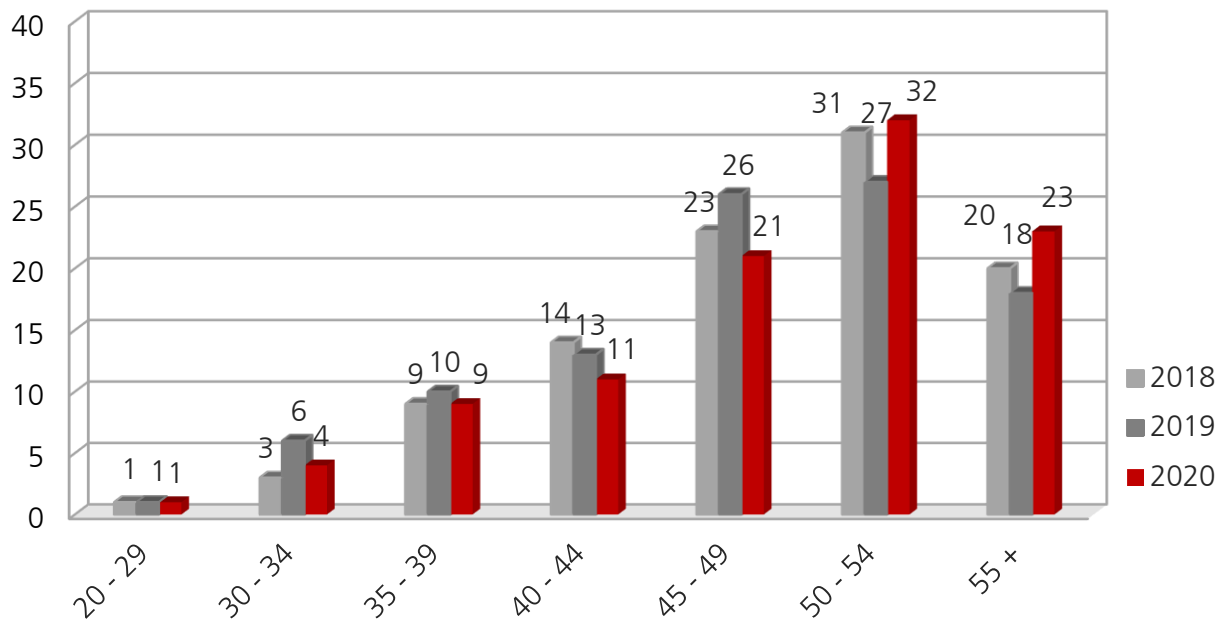
7. Separation reasons 2018 – 2020 in %



8. Education 2018 – 2020 in %



9. Age distribution 2018 – 2020 in %



10. Gender 2018 – 2020 in %

