

Zurich, 21th December 2022

Looming crisis due to the war in Ukraine, left its first mark in the second half of 2022 – Owing to Grass & Partner job seekers enjoy a rapid reorientation

The mounting economic slowdown has affected the Swiss economy in parts of the labour market. Professional support when reorientating one's career accelerates the successful job search. The network of our consulting company as well as the one of the candidate continues to remain the biggest success factor when it comes to a rapid job placement.

In the event that this document refers to natural persons in the male gender only, such references shall equally apply to female and male persons.

Over-55s problem alleviating somewhat, but remains virulent

Compared to the previous year, there was a slight decrease in job seekers in the age group of the over-55s. Due to the shortage of skilled employees, companies are currently securing the experience of precisely this age group. Concurrently, there are various initiatives to keep the attention on this topic. Grass & Partner is involved in the Focus 50+ initiative, which aims to emphasise the opportunities for this age group within the labour market (www.focus50plus.ch). Based on the experience of our day-to-day work, we are aware of the challenges older employees face and that finding an adequate position at times takes longer than the average. This is where our experienced coaches come in and can assist with their excellent network.

Politics and business continue to address the shortage of skilled employees

In 2022, the problem surrounding the shortage of skilled employees continued, even more so it accelerated. The background to this being the retirement of the baby boomers. This gap cannot be defused by the lower birth rates in later years.

However, the impending loss of manpower and knowledge did not prevent companies from continuing to lay off employees in the over-55s age group. In 2022, the reasons for doing so, were primarily due to restructuring and M&A activities with 48% being the separation reasons. For precisely these reasons, every second job seeker was on the labour market during the past three years.

Despite the evident shortage of skilled employees in many sectors, the level of technical specialists is still the occupational band that is most often supported by Grass & Partner. In the years 2020 to 2022, every third client had been a technical specialist.

The hierarchy levels of executive management and senior management have slowly but steadily gained importance in outplacement over the past three years. This comes as little surprise given that we have

learned in conversations with our clients that a certain «over-representation» is being perceived. The tasks of these managers are delegated to lower levels, which we can see in the stable decline in the number of middle managers over the past three years.

Did the basic education of the job seeker play a role?

Over the last few years, more than 60% of the clients who have been individually supported by Grass & Partner come from a higher basic education, such as ETH, university, or university of applied sciences. This rate has been very stable of the last three years.

Which functions are affected?

Roughly 20% of candidates are from management, as described above. There are two interesting developments: the proportion of people from marketing/sales has fallen by about 50%, while the proportion from human resources has tripled to 13%. Companies tend to keep their customer-facing headcount consistent, while HR invests in technology that automates routine tasks.

Network is the most valuable asset

Grass & Partner is closely linked to C-level decision makers throughout Switzerland through personal meetings and events. This proximity results in good access to the so-called «hidden job market» at Grass & Partner, which can be conveyed to clients. Our study shows this clearly.

- Over 40% of all clients supported have found a new and adequate job thanks to the network and the right handling of it. This is exactly the same rate as in the previous year
- At the same time, the duration of the support was reduced: whereas in previous years this had already averaged a good four months, it in 2022 was reduced to 3.7 months. The targeted utilisation of our network and the programmes adapted to the good labour market are the most important factors for this

Investing in professional support by Grass & Partner pays off

The statistics from the study clearly indicate that the investment in professional support by Grass & Partner is worthwhile:

- Level and age-appropriate support also for over-50 Hclients
- Counteracting the lack of professional competence
- Shortening the job search through access to the hidden job market, especially for executives
- Professional career planning supports the optimal placement on the job market

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 a proven track record. They all know the reality of business through their own multi-year experience in management functions.
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.

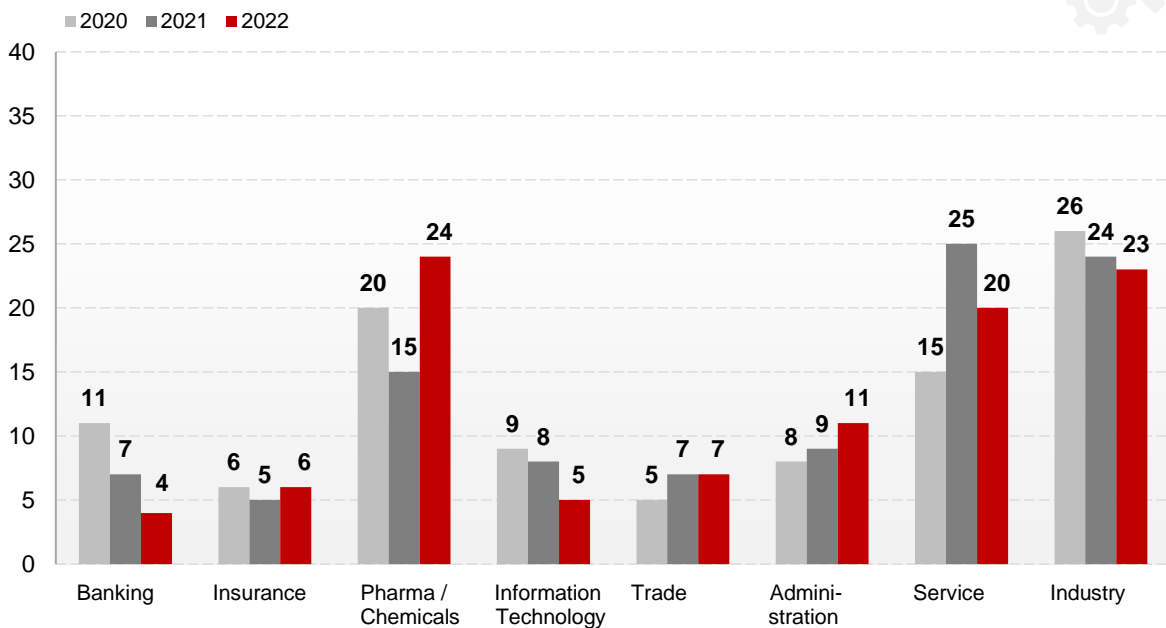
In 2022, Grass & Partner supported more than 350 individuals at executive and management level as well as technical specialists in their search for a new job. On average Grass & Partner dedicated 3.7 months on outplacement/newplacement until a successful solution was found.

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

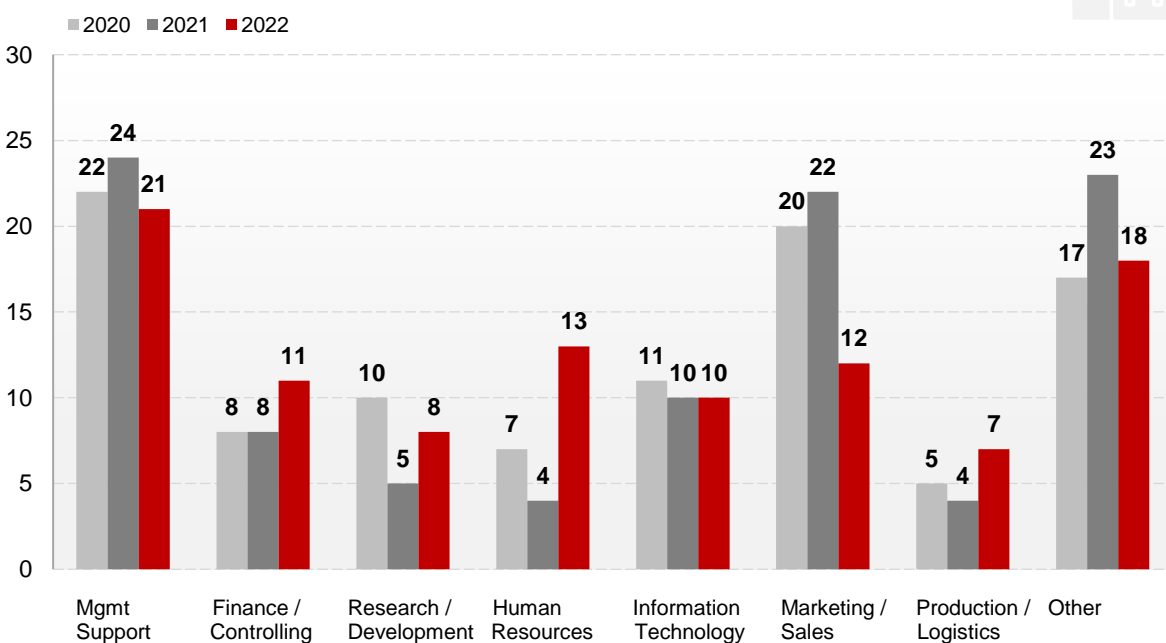
For further information and images, please contact our media relations person:

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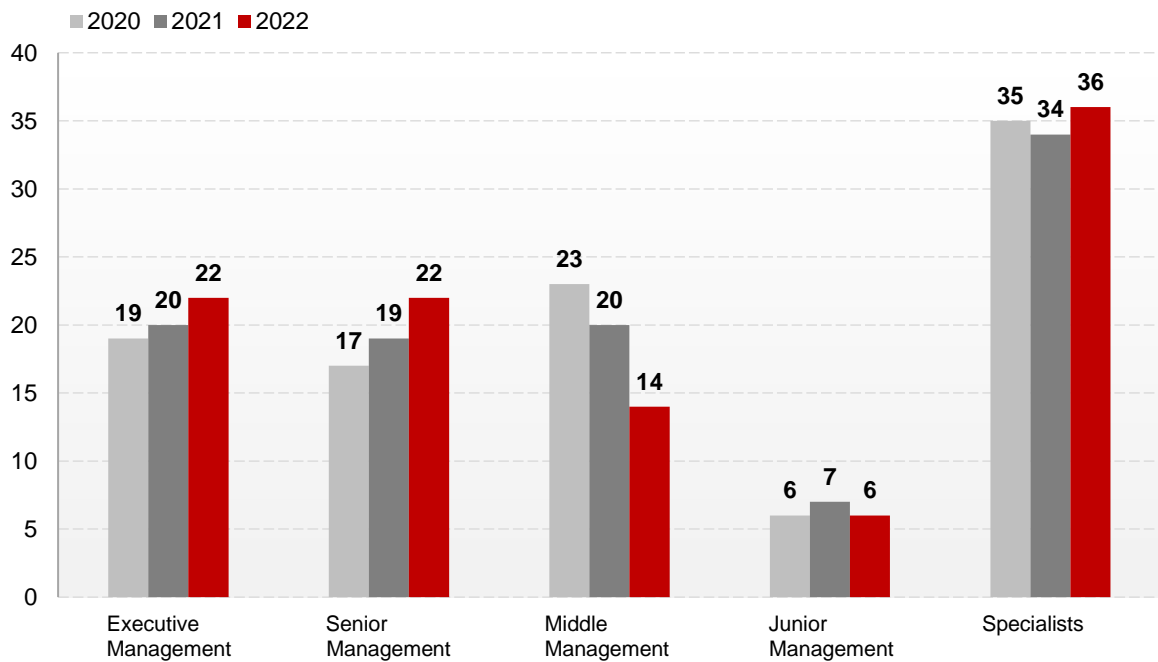
1 | Sectors 2020 – 2022 in %



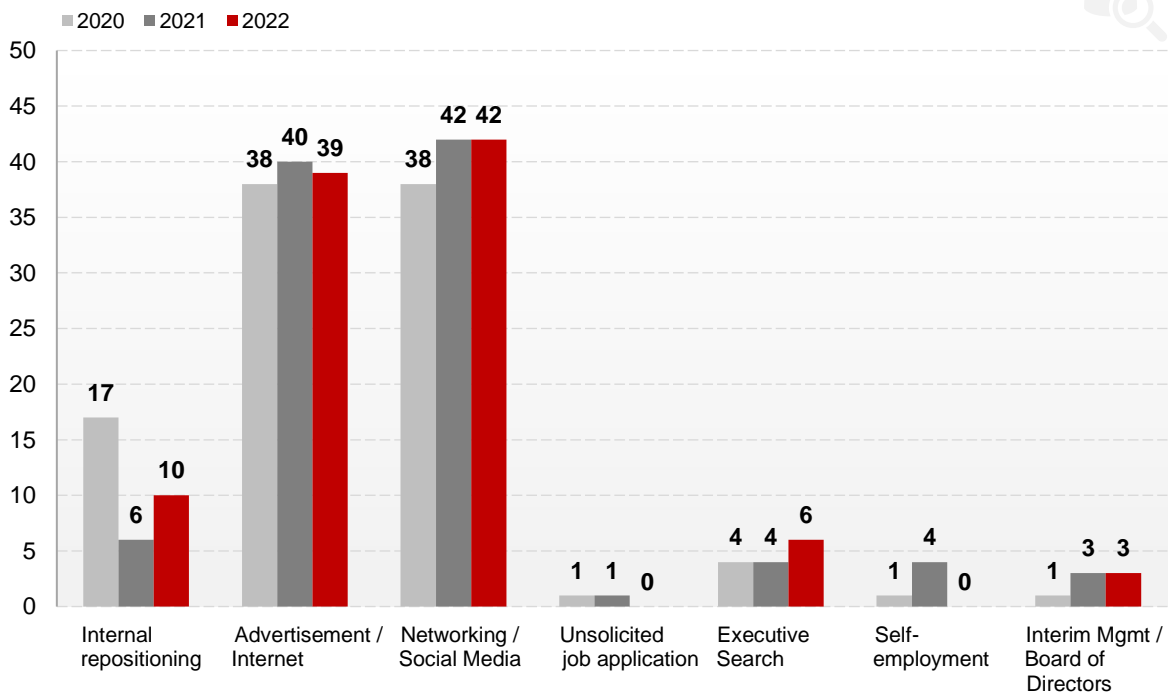
2 | Areas / Activities 2020 – 2022 in %



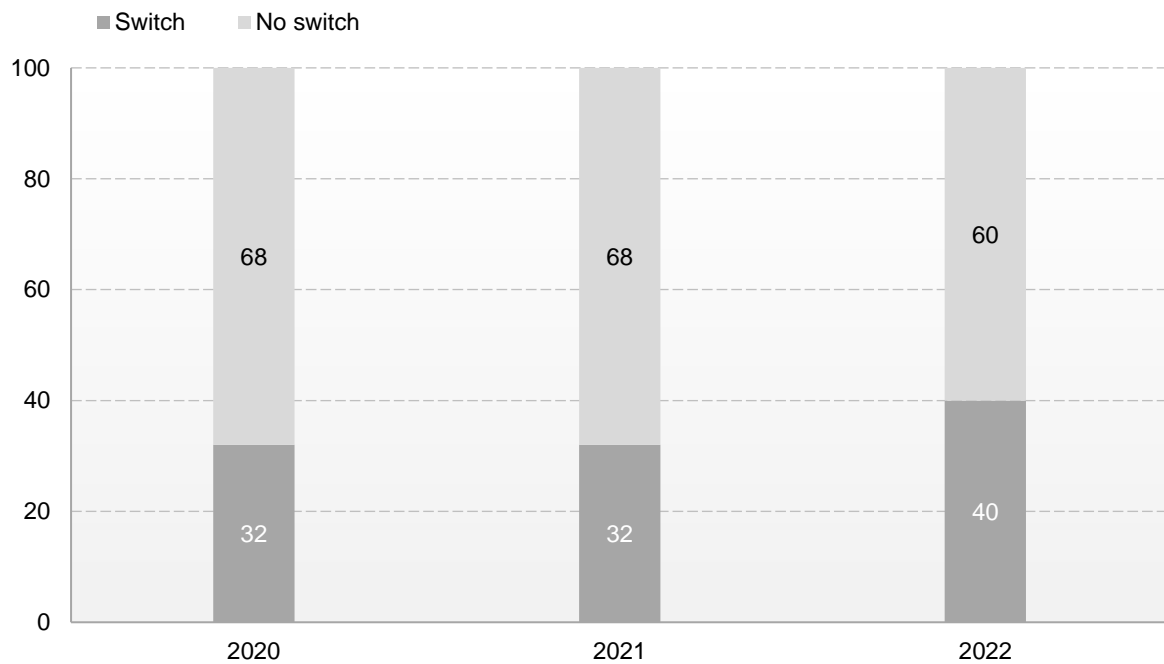
3 | Hierarchical levels 2020 – 2022 in %



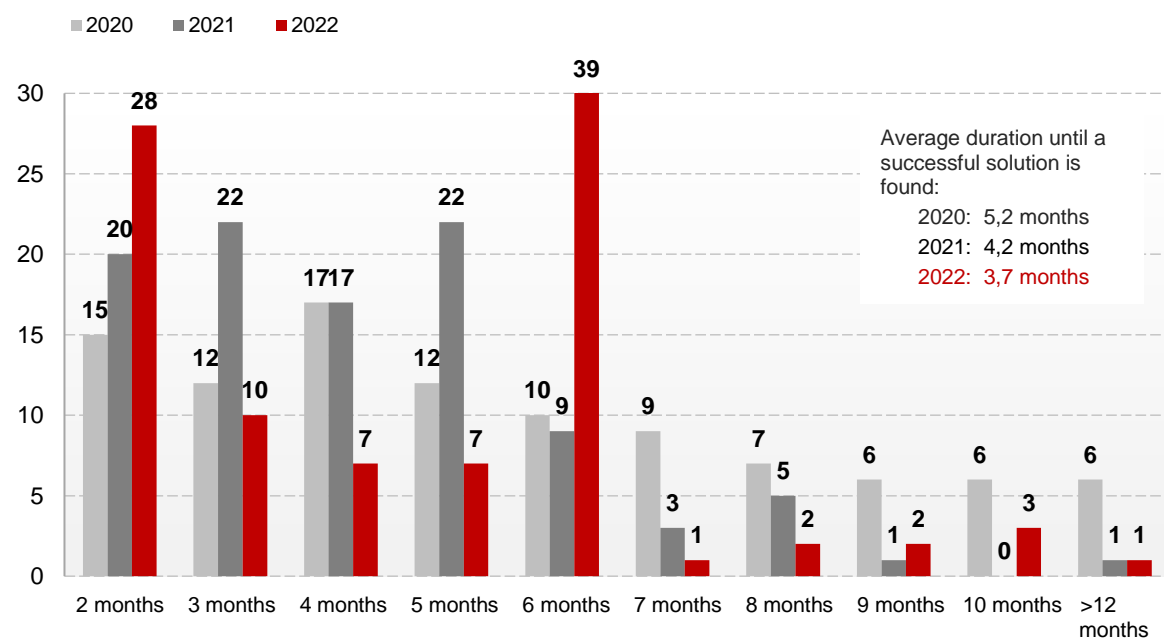
4 | How the new job was found 2020 – 2022 in %



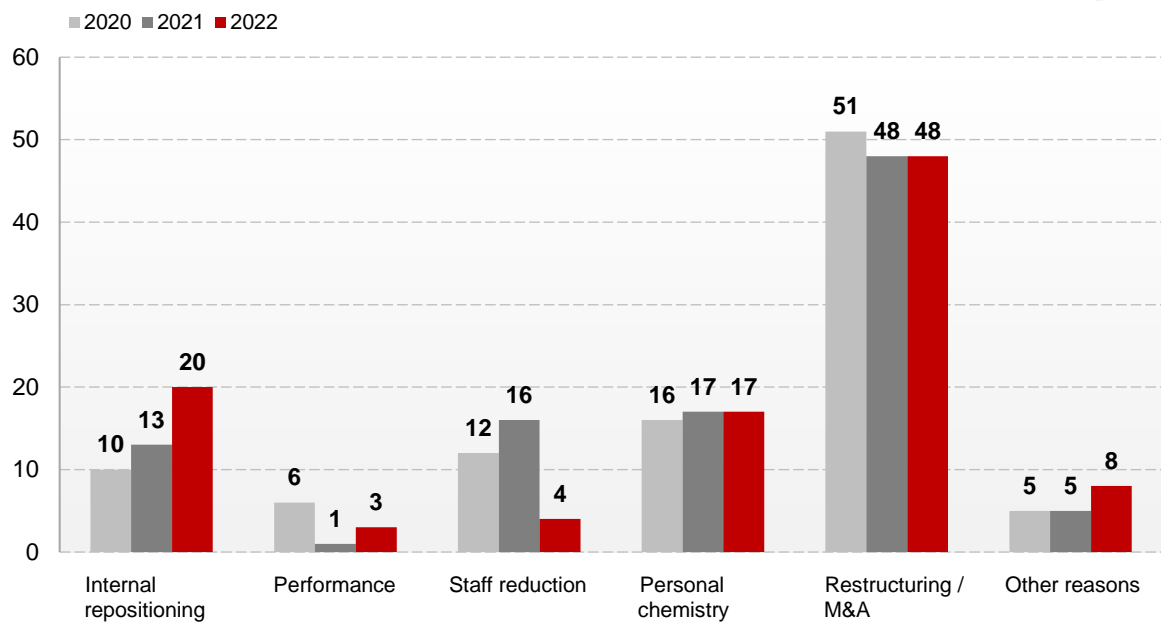
5 | Switching sectors 2020 – 2022 in %



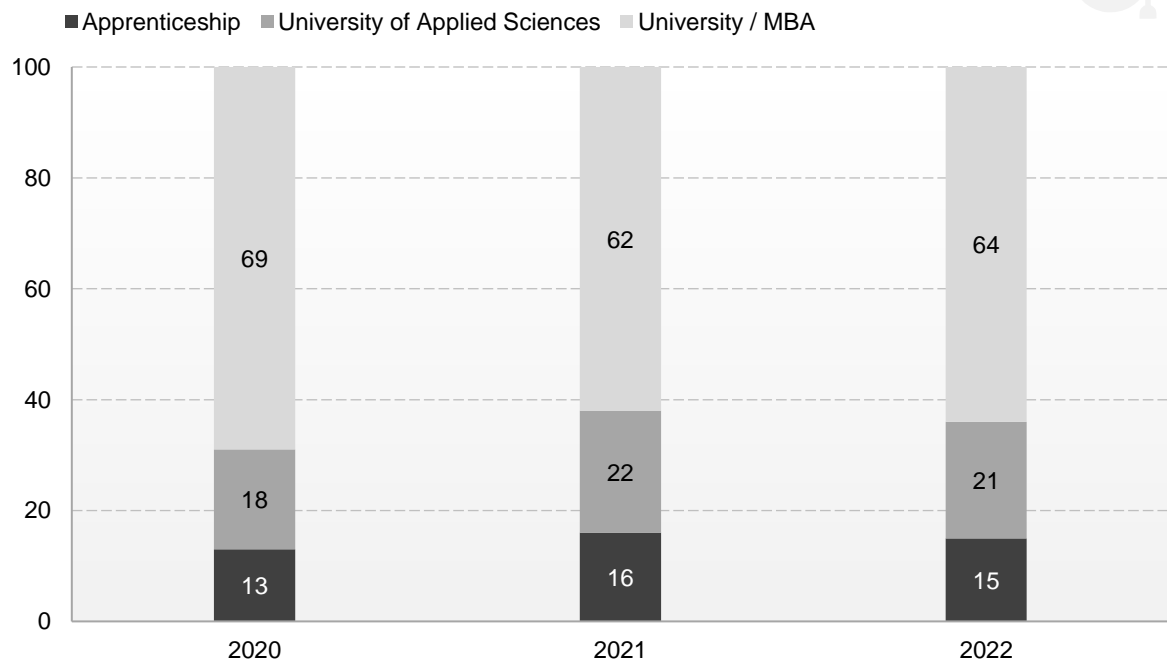
6 | Outplacement duration in months until a successful solution is found 2020 – 2022 in %



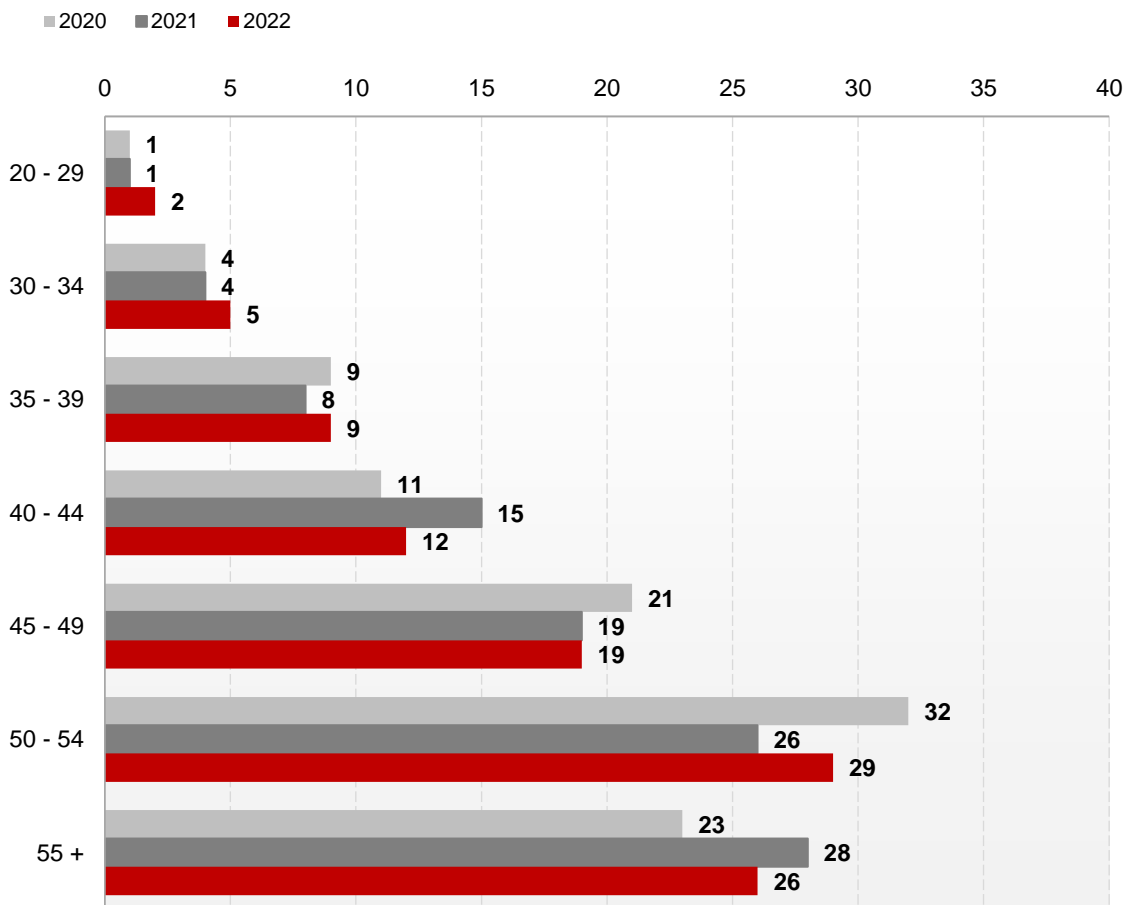
7 | Separation reasons 2020 – 2022 in %



8 | Education 2020 – 2022 in %



9 | Age distribution 2020 – 2022 in %



10 | Gender 2020 – 2022 in %



Legend: Female (light grey), Male (dark grey)

