Each year over 1000 clients place their trust in us and join us for personal career counselling. Nine out of ten recommend us to others. Our services and the quality of our work are continuously monitored and evaluated in anonymised form. The key figures below, which pertain to Switzerland in 2017, are based on information provided by 1370 clients from 201 companies.

**COMPANIES THAT GAVE NOTICE OF TERMINATION**

**SECTORS AFFECTED**
- A Manufacturing: 29%
- B Banking & insurance: 24%
- C Pharmaceuticals & life science: 22%
- D Business services: 17%
- E IT: 5%
- F FMCG & retailing: 3%

**REASONS FOR TERMINATION**
- A Reorganisation & M&A: 40%
- B Unsatisfactory performance: 26%
- C Personal reasons: 18%
- D Staffing cuts: 16%

**FUNCTIONS AFFECTED**
- A Staff & mgmt. support: 33%
- B Sales & marketing: 18%
- C Finance & controlling: 15%
- D IT & logistics: 15%
- E Research & development: 11%
- F Others: 8%

**EMPLOYEES AFFECTED (CLIENTS)**

**GENDER**
- Male: 58%
- Female: 42%

**AGE**
- > 50: 31%
- 40 – 50: 41%
- 30 – 40: 26%
- < 30: 2%

**LEVELS IN THE HIERARCHY**
- Executives: 21%
- Management: 33%
- Middle and lower management: 21%
- Skilled workers: 25%
Success in finding new employment depends on four factors: i) age, ii) length of service, iii) function/expertise and iv) personal situation. That is, a client’s profile becomes increasingly “challenging” if he or she is older, has worked for a longer time or has specific skills.

### SUCCESS OF SEARCH CHANNELS

<table>
<thead>
<tr>
<th>Channel</th>
<th>Success Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal network</td>
<td>52 %</td>
</tr>
<tr>
<td>Job postings</td>
<td>20 %</td>
</tr>
<tr>
<td>Headhunter/recruitment agency</td>
<td>11 %</td>
</tr>
<tr>
<td>Blind application</td>
<td>7 %</td>
</tr>
<tr>
<td>Self-employment</td>
<td>5 %</td>
</tr>
<tr>
<td>Social media</td>
<td>5 %</td>
</tr>
</tbody>
</table>

### DURATION OF SEARCH according to age

- > 50: 7.9 months
- 40 – 50: 6.7 months
- 30 – 40: 6.5 months
- < 30: 4.1 months

### DURATION OF SEARCH according to “strength” of client profile

- “Challenging”: 11.0 months
- “Moderate”: 6.3 months
- “Easy”: 4.5 months

### SECTOR MOBILITY AND FUNCTIONAL MOBILITY:

#### SECTOR OF NEW EMPLOYMENT (sector mobility)

- Same sector: 79 %
- Different sector: 21 %

#### FUNCTION IN NEW EMPLOYMENT (functional mobility)

- Similar function: 77 %
- Different function: 23 %

### SALARY CHANGES:

#### SALARY IN NEW EMPLOYMENT

- Higher salary: 29 %
- Similar salary: 37 %
- Lower salary: 34 %

#### CHANGE IN SALARY DEPENDING ON STATUS

- New appointments: +2 %
- After being unemployed: -6 %
- After direct recruitment: +10 %