

Key figures for 2018

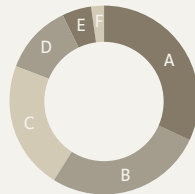
Each year over 1000 clients place their trust in us and come for personal career counselling. Nine out of ten then recommend us to others. Our services and the quality of our work are continuously monitored and evaluated in an anonymised format. The key figures below, which pertain to Switzerland in 2018, are based on information from 1450 clients coming from 182 companies.



COMPANIES THAT GAVE NOTICE OF TERMINATION

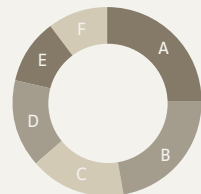
SECTORS AFFECTED

A Banking & insurance	32%
B Pharmaceuticals & life science ...	27%
C Manufacturing	22%
D Business services	12%
E FMCG & retailing	5%
F IT	2%



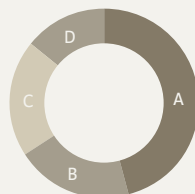
FUNCTIONS AFFECTED

A Sales & marketing	25%
B Finance & controlling	22%
C Staff & mgmt. support	16%
D Research & development	15%
E IT & logistics	11%
F Others	10%



REASONS FOR TERMINATION

A Reorganisation & M&A	46%
B Staffing cuts	20%
C Unsatisfactory performance	20%
D Personal reasons	14%



EMPLOYEES AFFECTED (CLIENTS)

SEX

Male	62%
Female	38%



AGE

> 50	34%
40 - 50	44%
30 - 40	20%
< 30	2%



LEVELS IN THE HIERARCHY

Executives	19%
Management	36%
Middle and lower management	28%
Skilled workers	17%





SUCCESS IN FINDING NEW EMPLOYMENT

DURATION OF SEARCH according to age

> 50	6.8 months
40 – 50	5.2 months
30 – 40	4.3 months
< 30	3.6 months



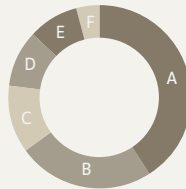
DURATION OF SEARCH according to “strength” of client profile

“Challenging”	11.8 months
“Moderate”	5.8 months
“Easy”	3.8 months



SUCCESS OF SEARCH CHANNELS

A Personal network	41%
B Job postings	24%
C Self-employment	12%
D Blind application	10%
E Headhunter/ recruitment agency	9%
F Social media	4%



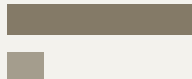
NOTE ON THE “STRENGTH” OF A CLIENT PROFILE:

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 special skills.

SECTOR MOBILITY AND FUNCTIONAL MOBILITY

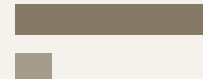
SECTOR OF NEW EMPLOYMENT (sector mobility)

Same sector	75%
Different sector	25%



FUNCTION IN NEW EMPLOYMENT (functional mobility)

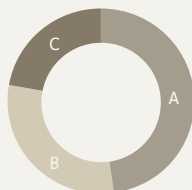
Similar function	75%
Different function	25%



SALARY CHANGES

SALARY IN NEW EMPLOYMENT

A Higher salary	22%
B Lower salary	48%
C Similar salary	30%



CHANGE IN SALARY DEPENDING ON STATUS

New appointments	0%
After being unemployed	-9%
After direct recruitment	+13%

