

Zurich, 4<sup>th</sup> January 2022

## **COVID-19 pandemic continues to impact in 2021 – Greater success thanks to Grass & Partner**

The second year of the COVID-19 pandemic shook the world's economy, taking its toll on the job market. Evidence has shown – that in situations like these – professional support has a positive impact on job search success. In order for the process to be successful, it is important, that they have a broad network of partners.

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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 comes to a head**

Personally, it may not come as a surprise that the main increase in job seekers is to be found in the age group of the over-55s. This has, become even more pronounced in 2021 and, according to our statistical finding; it is the age group with the highest search rate expressed as a percentage. This value was already relatively high in 2020, and continued to increase by almost 20% in 2021. Challenging moments which would have been almost impossible to solve without support, let alone by oneself.

### **Politics and economy are crying out for skilled workers**

In 2021, virtually every daily newspaper highlighted the shortage of skilled workers and warned of the loss of know-how. Indeed, it seems a paradox that over-55 year old employees at all levels are often made redundant for restructuring reasons. Once again, the decisive reason for the dismissal of employees in 2021 was restructuring as well as acquisitions/divestments of a company. Over the last three years, every second job seeker has been on the labour market for precisely this reason. Despite a proven shortage of skilled workers in many sectors, the level of technical specialists continues to be the occupational segment that is supported the most by Grass & Partner. From 2019 to 2021, every third client was a technical specialist. The support of other functional levels (junior/middle/senior management, including executive level) remained relatively stable over the three year period.

### **Did the basic education of the job seekers play a role?**

Over the last few years, more than 60% of the individuals who were supported by Grass & Partner had a higher basic education, having graduated from ETH, university or a university of applied sciences. This rate dropped significantly in 2021 (-11%). On the other hand, the number of people with an apprenticeship qualification (+30%) and with an intermediate vocational education comprising the Institute of higher vocational education (HF) or the Federal Certificate of Proficiency (BP) (+22%) has increased significantly.

Are we in the midst of witnessing a reversal in trend? Or are people with higher level skills in greater demand?

### **Network the most valuable asset**

In 2021, Grass & Partner held over 180 meetings with decision-makers at C-level in different parts of Switzerland and across all sectors. This proximity means that a profound knowledge of the so-called «hidden labour market» is available to Grass & Partner and can be transferred on a one-to-one basis to clients. The results of our survey clearly show this:

- More than 40% of all clients which were supported by Grass & Partner, found a new and adequate job thanks to their network of partners and them managing it effectively. This represents an improvement of more than 10% in 2021 compared to the previous year.
- At the same time, the duration of the support could be reduced: Whereas in previous years the average duration of support was over five months, it in 2021 was reduced by more than one month. In addition to the targeted use of our network of partners, our programmes, which we continuously adjust to meet market needs, are the crucial factors for achieving this.

### **Investing in professional support by Grass & Partner pays off**

The statistics from the survey clearly show that investing in professional support offered by Grass & Partner is worth the while:

- Level- and age-appropriate support, also for clients in the over-50s age group
- Counteracting the lack of professional competence
- Shortening the duration of the job search
- Professional support must be designed in the sense of career planning in order to anticipate future labour market developments

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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 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.

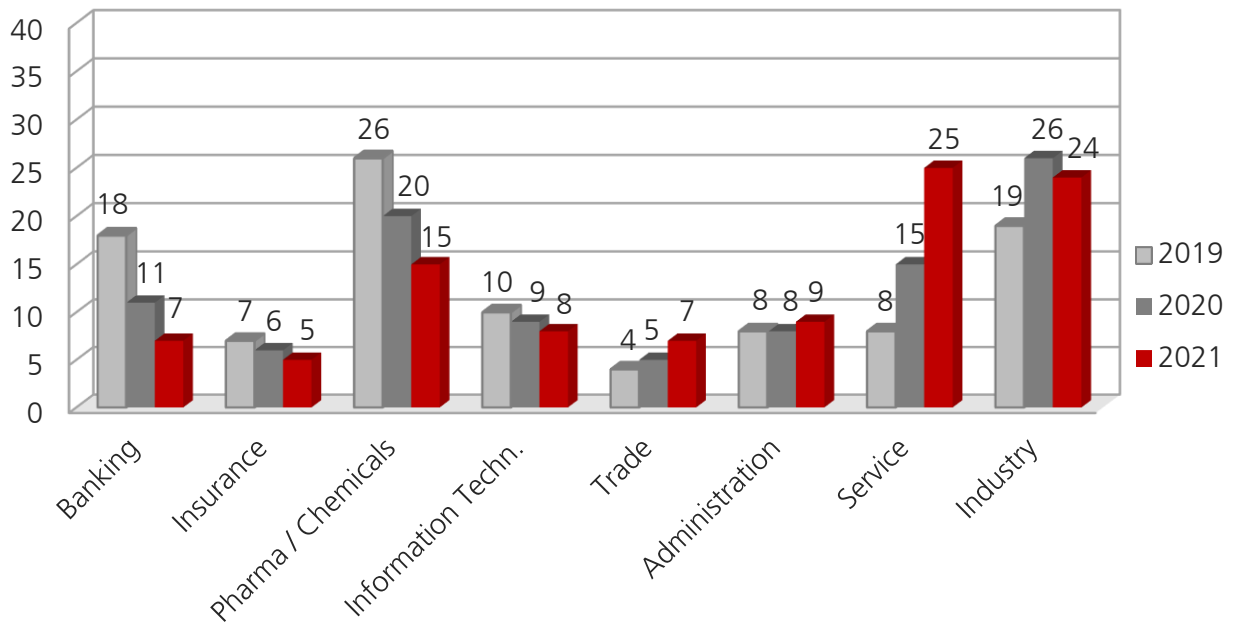
In 2021, Grass & Partner supported more than 400 individuals at executive and management level as well as technical specialists in their search for a new job. On average Grass & Partner dedicated 4.2 months on outplacement/newplacement until a successful solution was found.

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)

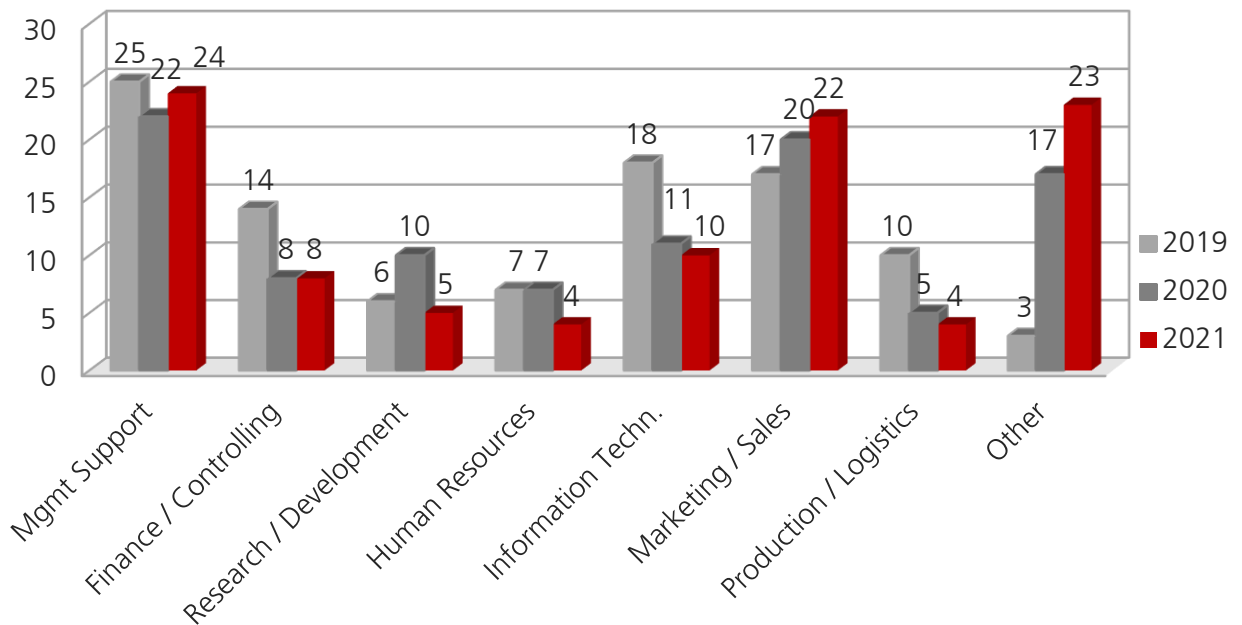
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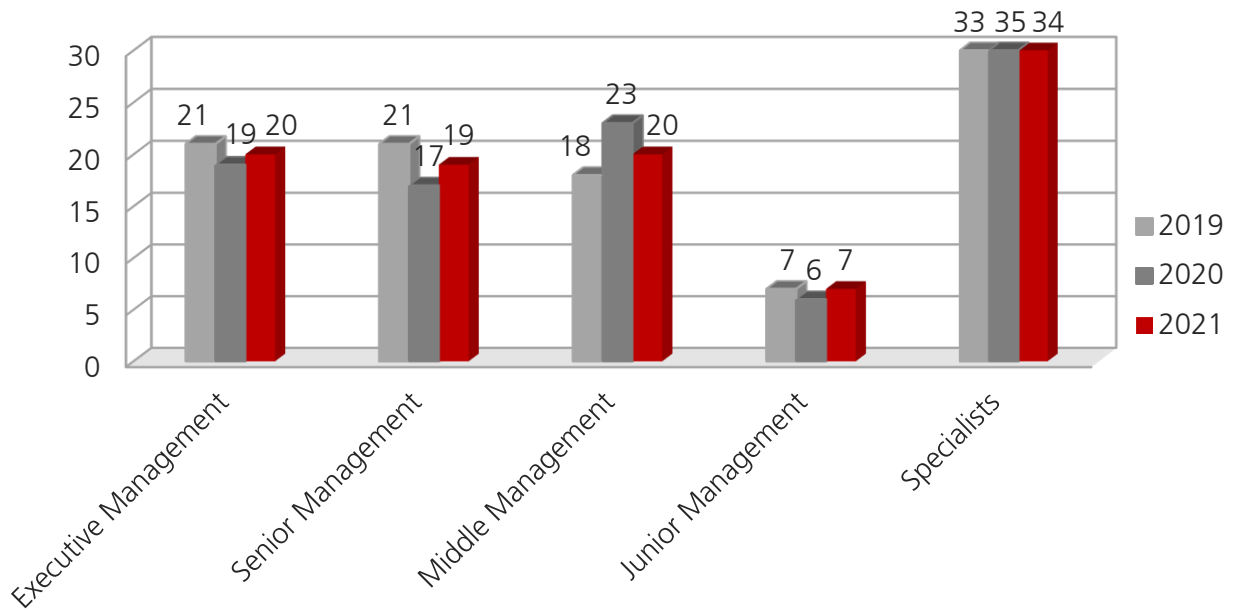
1. Sectors 2019 – 2021 in %



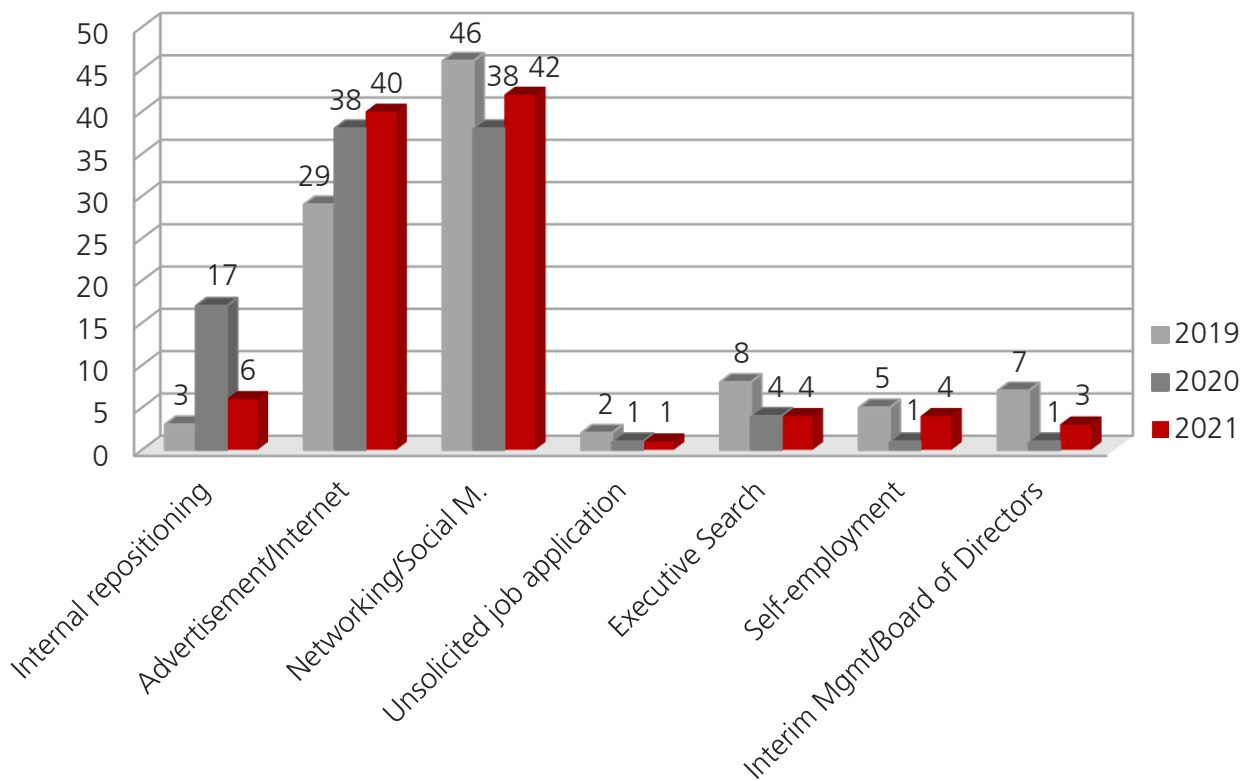
2. Areas / Activities 2019 – 2021 in %



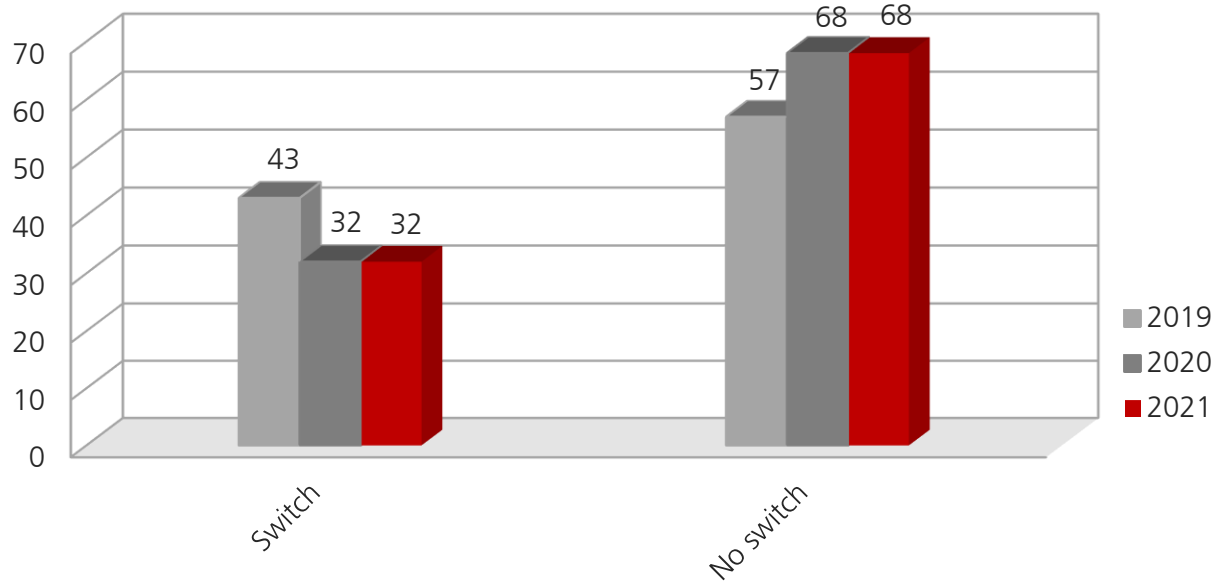
3. Hierarchical levels 2019 – 2021 in %



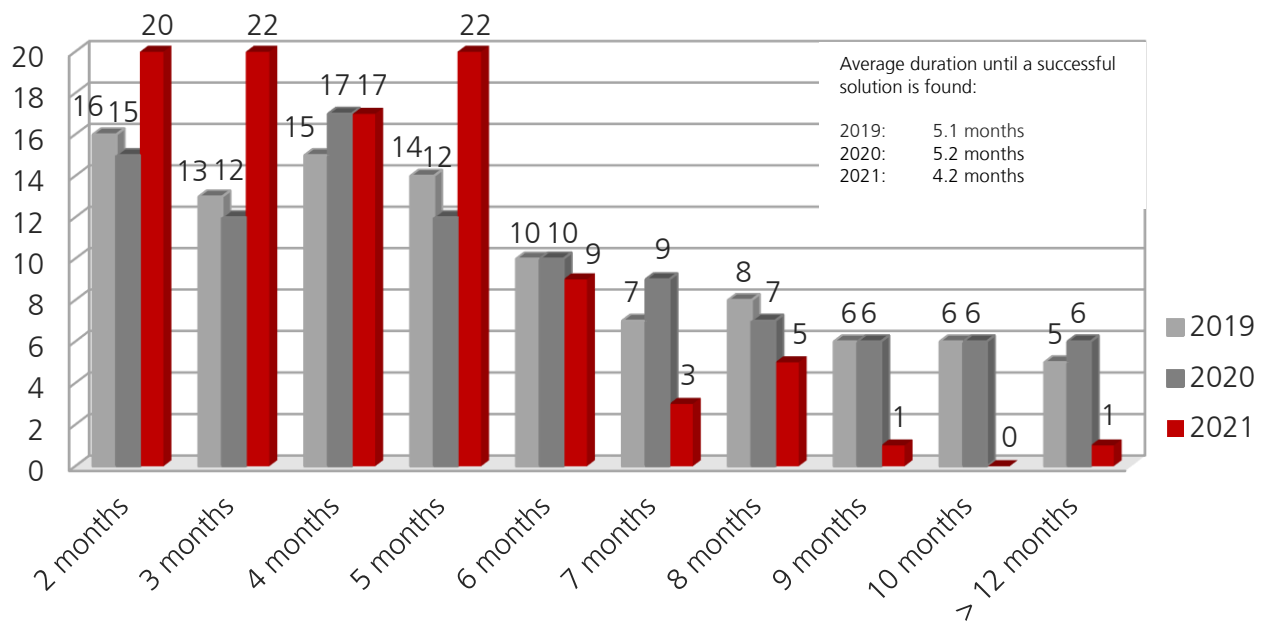
4. How the new job was found 2019 – 2021 in %



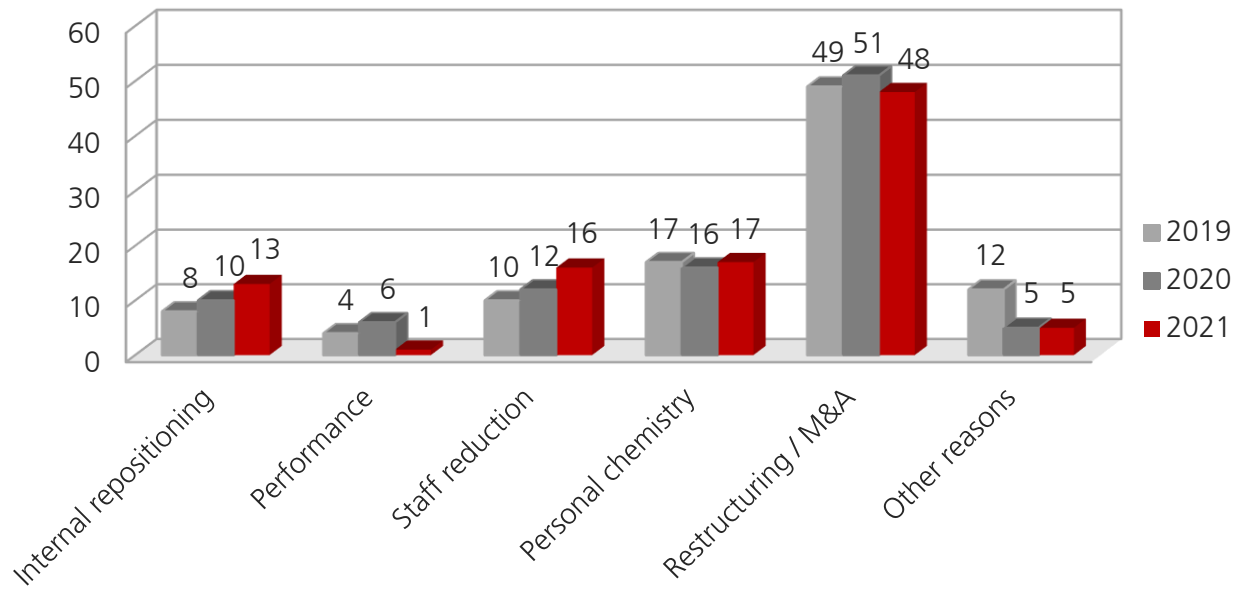
5. Switching sectors 2019 – 2021 in %



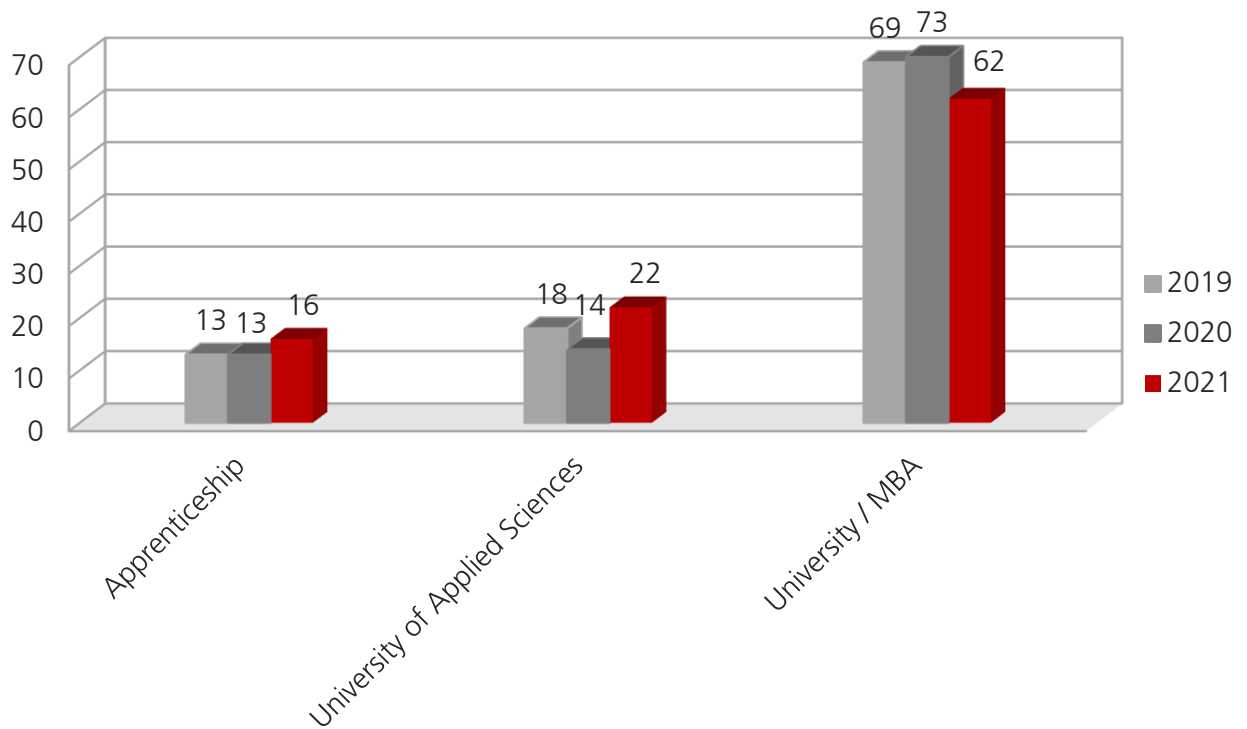
6. Outplacement duration in months until a successful solution is found 2019 – 2021 in %



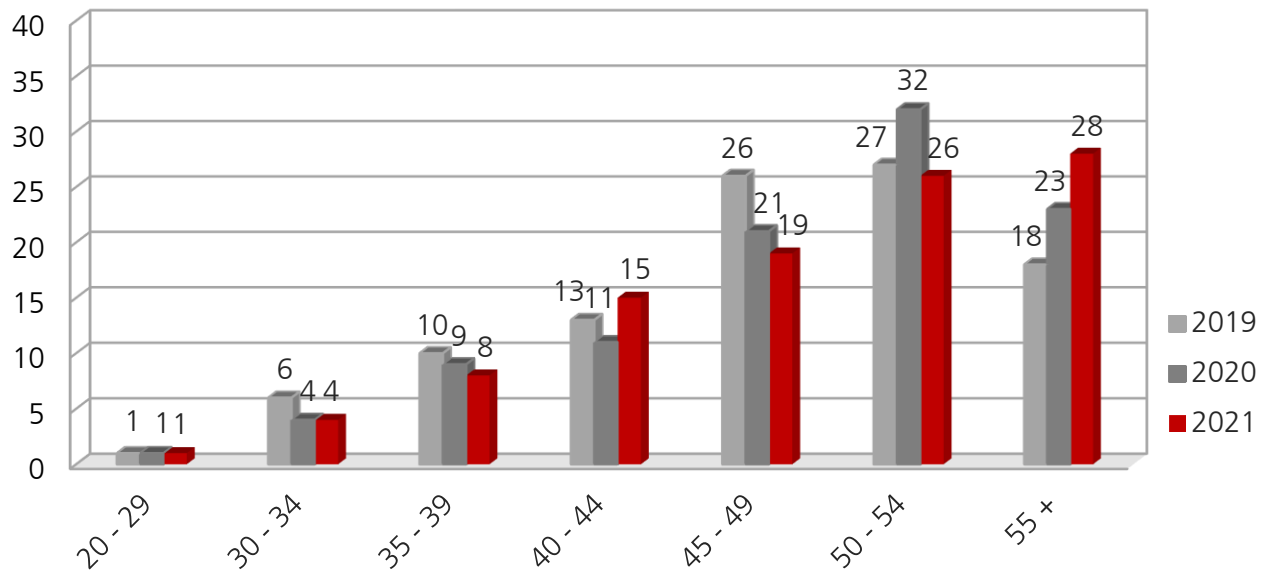
## 7. Separation reasons 2019 – 2021 in %



## 8. Education 2019 – 2021 in %



9. Age distribution 2019 – 2021 in %



10. Gender 2019 – 2021 in %

