

Swiss Graduate Jobmarket Monitor

Indicator J – Job Ads

This monthly indicator measures the published job ads on the platforms of 15 Career Services of Universities & Universities of Applied Sciences in Switzerland. The focus is on tracking job ads for graduates, e.g. career entry positions, traineeships, internships and so on.

Q4 2024 in a nutshell

15
institutions

3
Months

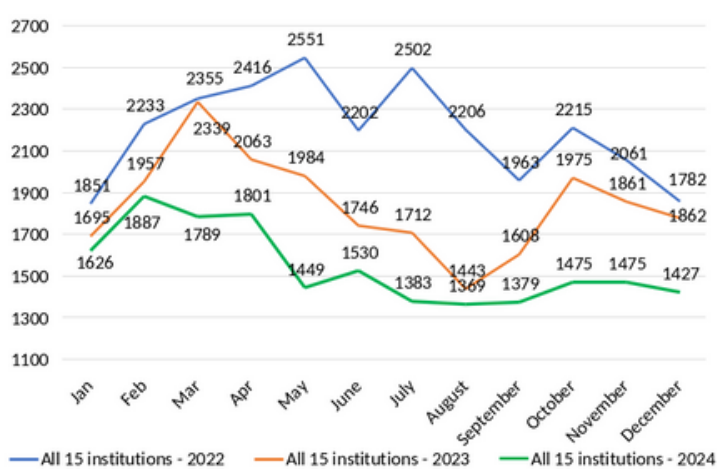
4377
job ads

Oct: 1475 jobs
Nov: 1475 jobs
Dec: 1427 jobs

-29%
compared to 2022

-22%
compared to 2023

Comparison number jobs ads 2022 - 2024



Graph 1: Total number of monthly Job ads Jan– Sept 2022-2024
 Numbers based on 15 institutions

Overall Development

Similar to the first three quarters of 2024, the number of job ads across Switzerland remained consistently below the levels of previous years throughout the fourth quarter, indicating a downward trend in job market activity.

During the last two years, an increase in job posts can be observed in October – 367 in 2022 and 252 in 2023. This is also the case in 2024, however the increase is much smaller, only 96 jobs.

From November onward the job market activity usually dropped significantly – 433 in 2022 and 113 in 2023, but in 2024 the numbers remained stable.

Finally, compared to Q3, the last quarter of 2024 performed better, with around 100 job ads more each month.

Q3 Comparison over time

Graph 2 illustrates a clear decline in Q4 job ads from 2022 to 2024.

2022: The reference year, with the highest total of 6,138 job ads.

2023: Job ads dropped by 8% compared to 2022, with a total of 5,618 ads. This was still 28% more than the ads recorded in 2024.

2024: The lowest figure was recorded in 2024, with 4,377 job ads – a 29% decline from 2022 and a 22% decrease from 2023.

The data highlights that the job market in 2024 continues to be significantly less favorable for students compared to previous years, with no signs of improvement.

Overall Q4 Performance

The total job ads for Q4 2024 reflect a continuing stabilisation within the job market since July, but with all time low numbers throughout the last three years. This trend suggests a job market that becomes more and more challenging, with fewer opportunities available for Swiss graduates.

reference year	Total number Job ads	comparison year		
		to 2022	to 2023	to 2024
2022	6138	-	9%	40%
2023	5618	-8%	-	28%
2024	4377	-29%	-22%	-

Table: Total number of Q4 Job ads in comparison

Graph 2: Total Q4 Job ads 2022-2024 and comparison
 Numbers based on 15 institutions

From university to university

This graph aims to analyze how individual universities influence the overall trend, given the significant variation in the reported figures. The bottom row of the table displays the net positive growth rates: a value greater than zero indicates that more universities have experienced an increase in positions than a decrease, while a value less than zero indicates that more universities have seen a decrease in positions than an increase.

The fourth quarter of 2024 is overall more positive than Q3. It is the first and only quarter in 2024 where all 3 months do not have a negative net increase.

The job market reached its peak in November, most probably because companies started their recruitment process for the jobs that will start on January 1st.

A closer look reveals that in October and December, the net increase is 0, meaning that the positive and negative numbers of job postings per university have been compensated.

Q1/2024			Q2/2024			Q3/2024			Q4/2024			net increase
Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	
-14%	-6%	5%	-3%	9%	-18%	-13%	-2%	7%	34%	9%	-56%	-2
-25%	53%	-8%	11%	-15%	-18%	-13%	17%	-29%	4%	6%	3%	13
61%	-3%	50%	7%	-38%	18%	-45%	11%	-10%	11%	40%	7%	-2
-50%	600%	-93%	200%	-33%	300%	-88%	300%	0%	-75%	300%	50%	4
2%	40%	3%	-30%	7%	1%	-47%	10%	47%	5%	5%	-4%	-10
-9%	21%	-14%	-3%	-9%	10%	-14%	13%	-1%	-2%	8%	-6%	8
-6%	6%	20%	-5%	-7%	6%	-2%	-17%	25%	-12%	-3%	10%	3
4%	6%	51%	1%	-39%	3%	-6%	-27%	22%	31%	8%	-3%	0
55%	1%	-41%	21%	-49%	69%	38%	-11%	-10%	-5%	-6%	1%	6
14%	0%	7%	-17%	-23%	-9%	11%	-24%	27%	9%	-20%	-1%	0
4%	38%	-20%	31%	-40%	11%	-7%	-6%	17%	13%	6%	-3%	3
-48%	50%	-43%	29%	-29%	27%	-18%	-17%	21%	-17%	37%	4%	0
-9%	13%	-20%	-33%	54%	-38%	-48%	150%	3%	-35%	25%	36%	3
13%	32%	-2%	5%	-17%	-8%	-11%	-3%	-43%	94%	-48%	-6%	0
-1%	1%	11%	6%	-28%	61%	-45%	44%	-32%	74%	-36%	42%	3
-30%	64%	-1%	43%	-18%	12%	-44%	-11%	52%	-11%	-13%	9%	0
-46%	31%	-37%	72%	-14%	5%	-22%	69%	-20%	-9%	33%	-23%	0
73%	9%	56%	-12%	2%	17%	0%	-11%	9%	-28%	3%	-7%	0

Graph 3: Change in job ads compared to previous month per university

Impressum

The "Swiss Graduates Job Market Monitor" is a project of the Career Services Network of Switzerland (CSNCH), which attempts to record and map the development of the labour market for university graduates using four indicators.

Author :
 Selina Hofmann (HES-SO Valais-Wallis)
 selina.hofmann@hevs.ch