

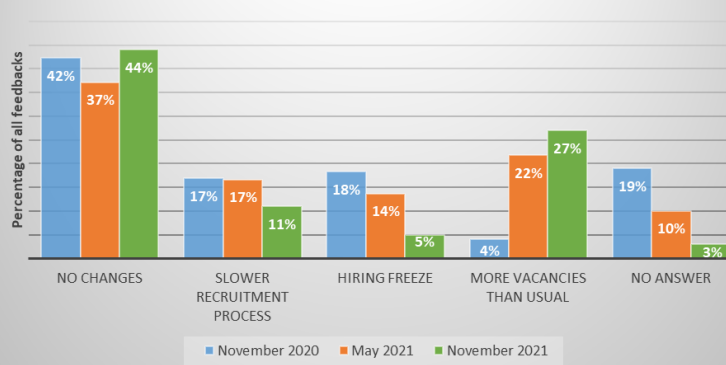
Swiss Graduate Job Market Monitor Indicator E - Employers

This indicator shows the changes in the Swiss labour market for university graduates from the employers' perspective. It is collected every six months through a qualitative survey of employers.

Development overall

An overview since November 2020 shows that the number of vacancies for graduates has never been completely on hold. In summer 2021 it even reached the pre-pandemia level and continuously stayed on this high level. A pretty small number of companies speak of a "hiring freeze" or mention slower recruitment processes compared to spring 2021.

Development of the number of open positions for graduates during the last 12 months

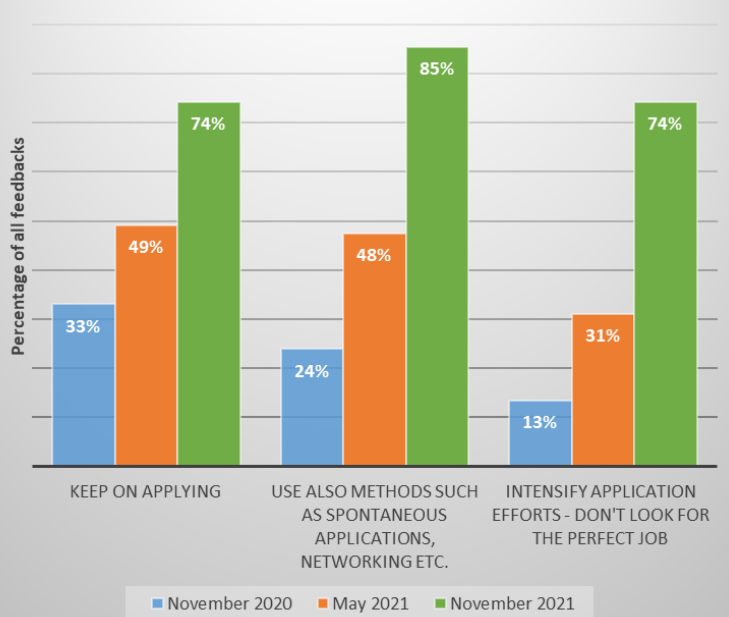


Recommendations from an employers' perspective

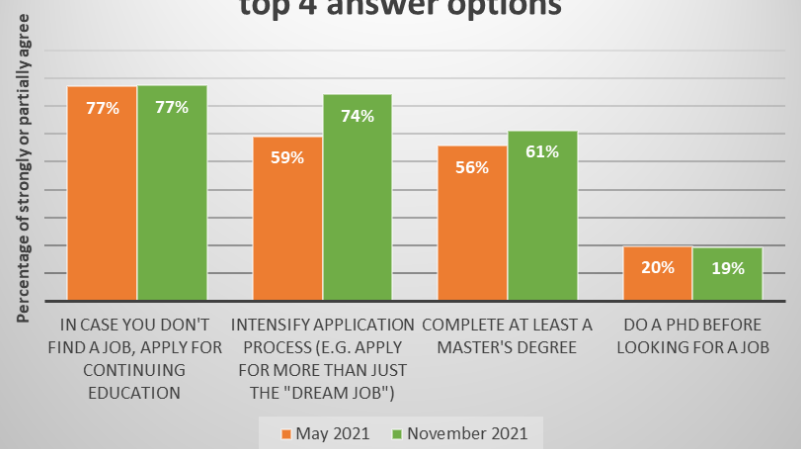
Despite ongoing Corona restrictions, recruiting experts recommend to keep on applying. The insight over the last 12 months shows, that alternative application methods gain more and more attention of company representatives. This might lead to the conclusion that those application methods will be the "new normal" of finding a job in 2022 and beyond.

*multiple answers applicable

How to apply - top 3 answer options*



Alternative strategies - top 4 answer options



*multiple answers applicable

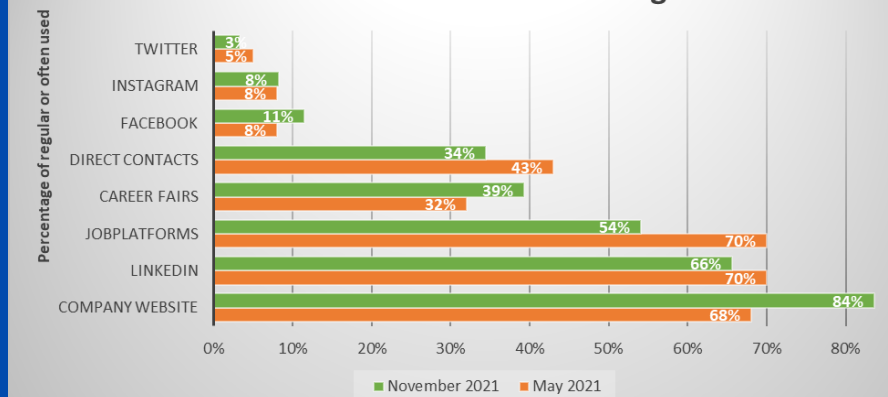
Alternative strategies

Most of HR and recruiting representatives strongly recommend to apply for continuing education or broaden the horizon of the jobs graduates apply for. Whereas doing a PhD is still not seen as an option to more easily find a job after graduation, the strong support of completing a Master's degree could be considered as a piece of good advice.*

Recruitment Channel Usage

While the social business network LinkedIn seems to have established as a recruitment channel, other social media tools (e.g. Xing, Twitter) haven't reached a similar level. Nevertheless, as a company you seem to need to have a career part on the company's website. In addition, career fairs have survived the pandemic, nevertheless many of them take place virtually.

Recruitment channels usage



Respondents' Data Structure

	Nov 2020	May 2021	Nov 2021
Number of responses received	71	78	66
3 main industry sectors represented	Consulting, ICT, Finance & Banking	Consulting, MEM, ICT	ICT, Consulting, MEM
Most represented size of participating companies regarding number of employees	10 - 49	10 - 49	1'000 and more

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.

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Learn more at <https://csnch.ch/Projects/Swiss-Graduates-Job-Market-Monitor/>

The indicators of the monitor

- J - Job ads
- E - Employers
- S - Students
- C - Career Services employees