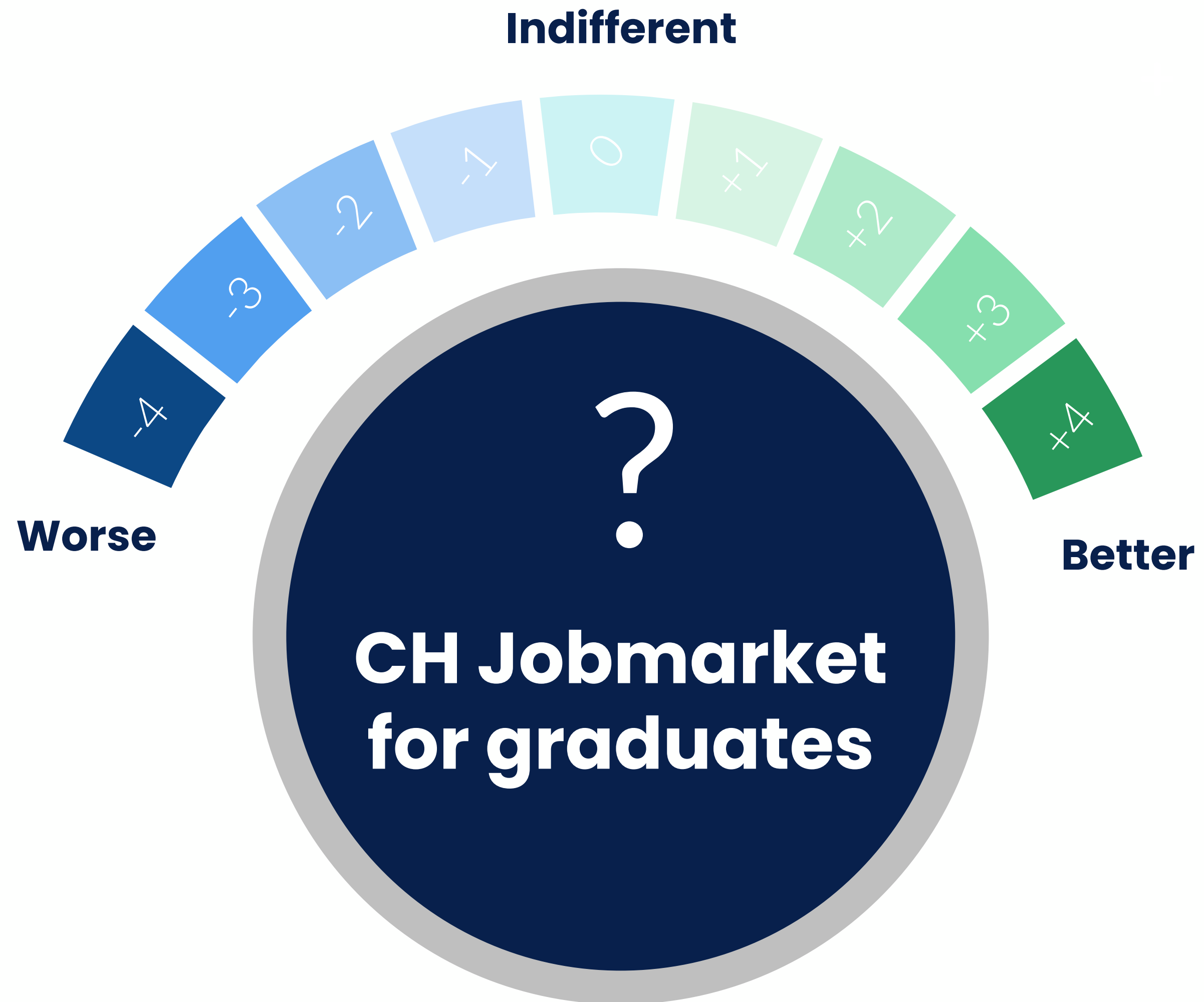


THE SWISS GRADUATES JOBMARKET MONITOR

A CSNCH PROJECT



WHY A MONITOR FOR THE GRADUATES JOBMARKET?

- In the lockdown, we lost contact with employers, colleagues and students.
- Since then there is high uncertainty regarding the job situation for graduates.
- In situation with uncertainty, there is a special need for information.
- The existing Job- and Unemployment-Statistics (Jobradar, Index Federal Statistical Office, SECO, Jobabbau-Ticker, Adecco JOB Index, JobCLOUD and others) do not publish specific information about the jobmarket for students and graduates.
- Therefore in June 2020 the CSNCH started the project "Swiss Graduates Job Market Monitor".

WHAT ARE WE MONITORING?

We are monitoring four indicators:

- Indicator Students
- Indicator Employers
- Indicator job-platforms of Career Services
- Indicator Career Services experts

→ The monitor is providing insights about the development of each of these areas and/or how the different groups are assessing the situation on the graduate job market.

THE INDICATORS AND THE PROJECT TEAM



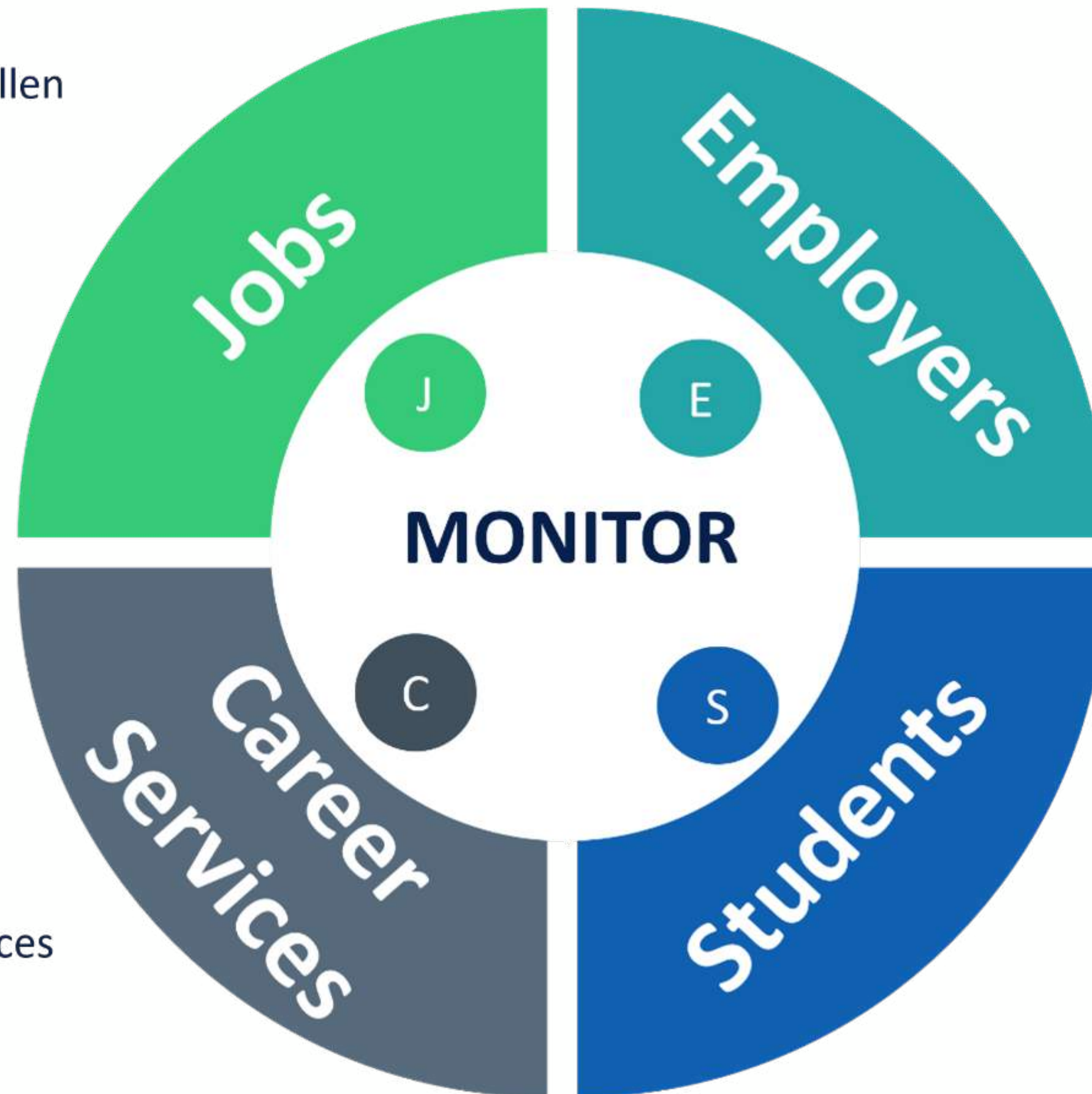
Catherine Kha
University of St. Gallen

- Published job ads on platforms of career services
- 15 Career Services
- monthly



Lorena Coletti
ETH ZH

- Assessments of Career Services Experts (panel)
- 17 interviews
- quarterly



Yvonne Müller
Paul Scherrer Institute

- Changes in employer strategies
- questionnaire
- bi-annual



Sophie Latrille
HES-SO Valais-Wallis

- Assessments of students
- questionnaire
- quarterly

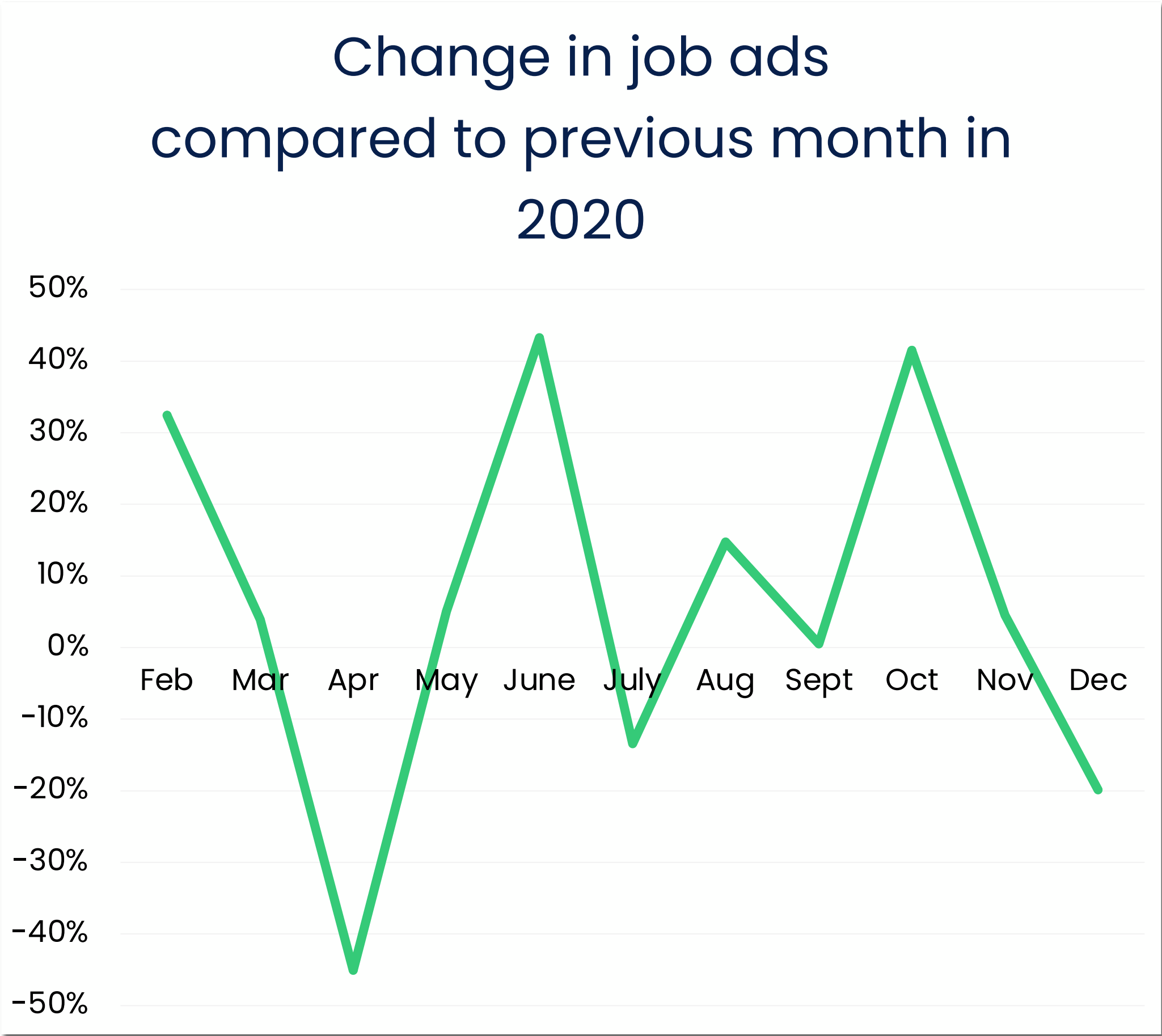
Project support



Sarah Aleotti
ZHAW



Roger Gfrörer
University of Zurich



- **Monthly** tracking of published job ads on Career Services platforms
- Focus on **job ads for graduates** (career entry positions, traineeships, internships, etc.)
- **15 participating Career Services** (Universities & Universities of Applied Sciences)

Findings:

- **Major decline** of total job ads **in April**
- **Significant differences** between Career Services, e.g., some faced a decline of >80% in April, others remained stable (0%)

- Survey sent to approx. **1'600 companies** in **November 2020**
- Response rate approx. 6%

Findings:

- **59%** of responses state **no major changes** in number of job advertisements since the outbreak of the pandemic
- **23%** of respondents state **reduced recruiting activities**, such as a hiring freeze or a reduction of job promotions
- **70%** of respondents recommend that students should **continue applying** for jobs throughout the pandemic situation. Nevertheless, they also recommend to be creative and open to **use alternative** job search **strategies**

→ Next edition in **April 2021**



Perception now: 2.5 rather bad /
Expectations in 6 months: neutral

- Survey shared on **social media** in **December 2020** (next survey: March 2021)
- **372** students participated

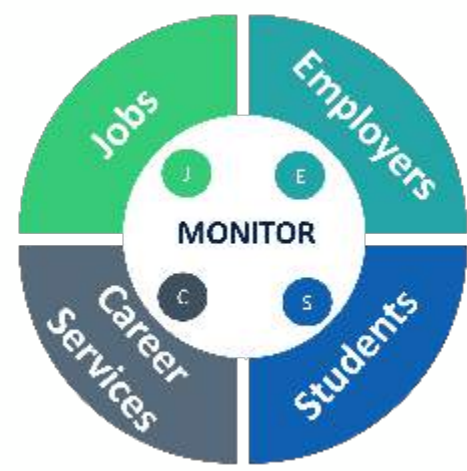
Findings:

- Students that have applied are more pessimistic than the students that have not applied yet
(now: 1.8 vs 2.8 / in 6 months: 2.6 vs 3.2)
- Female students are more pessimistic than male students
(now: 2.4 vs 2.7 / in 6 months: 2.9 vs 3.2)
- Master students are more pessimistic than Bachelor students
(now: 2.3 vs 2.6 / in 6 months: 2.9 vs 3)

- Interviews conducted with **8** employees of different Career Services
- 1st round in August 2020, 2nd round in December 2020 (3rd in March 2021)

Findings:

- 1. period: **overall uncertainty** (should I even apply etc.) but also from employers (will students be able to graduate, planning of resources)
- 2. period: adaption to the lasting situation for students and employers, **new and more formats** (due to missing fairs employers run their own events) – participation varies (controversial assertions; very popular vs. online fatigue)
- A lot of students focused on continuing education, **going directly into Master-Studies**, volunteering (transferrable skills & avoiding gaps)
- Consistent opinion: **students** have to know & maintain their USP, be more strategic and **put in more effort in applications and networking**
- The development of the job market for graduates **varies tremendously from one industry to another** (negative: event, tourism, gastronomy, industries depending on export) (positive: pharma, medicine, healthcare, psychology)



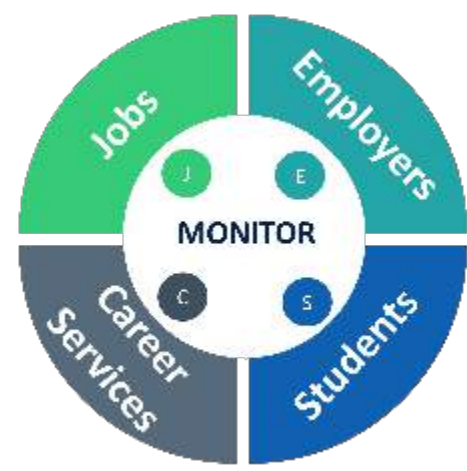
CONCLUSION

Perception of the situation:

- Although the numbers of published jobs at the career services is nearly the same as before the pandemic (Jan 20–Dec 20: – 1.7%), the students assess the situation differently and expect an improvement of the job market.
- Large *differences between industries* make it difficult to classify the observations.

Uncertainty, if there are hidden effects in the actual jobmarket:

- What happens, when *the short-work is finished*?
- It is unclear what happens to the students that were not able to gain practical/international experience during the lockdowns. Are the employers accepting the *lack of practical experience*?
- It is unclear what happens to the graduates finishing their studies. Are the *graduation years 2020–2022* accepted?



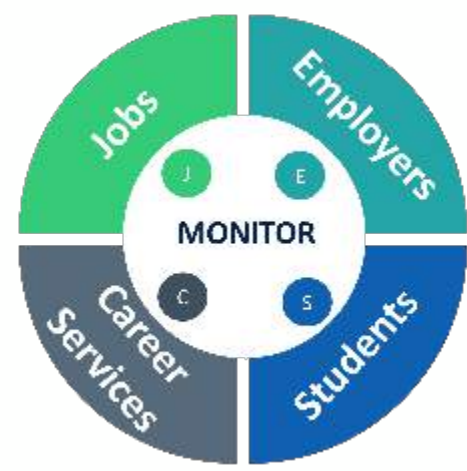
NEXT STEPS

We have to

- **inform** the *career services* about our observations
- inform the *students* about the situation, so they take their career decisions based on facts
- improve the observation of the *hidden effects*
- *develop strategies* in case the hidden effects come to the surface.

- **improve the data** of the indicators “Students” and “Employers” (to improve the indicator “Employers” we will ask you, the employers, to join a bi-annual panel until the end of 2022)
- find a way **to present** the results

- to convert the project team into an **ongoing operation**.



QUESTIONS, COMMENTS, DISCUSSION?

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Thank you for writing down your comments and questions into the Padlet.

For extended exchange, feedback and other topics, please contact me: roger.gfroerer@careerservices.uzh.ch

Thank you very much for your contribution to improve the information about the state of the job market for graduates!