CSNCH Career Service
Network Schweiz
Network Suisse
Network Svizzera
Network Switzerland

Q4/2025

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 2025 in a nutshell

15 institutions

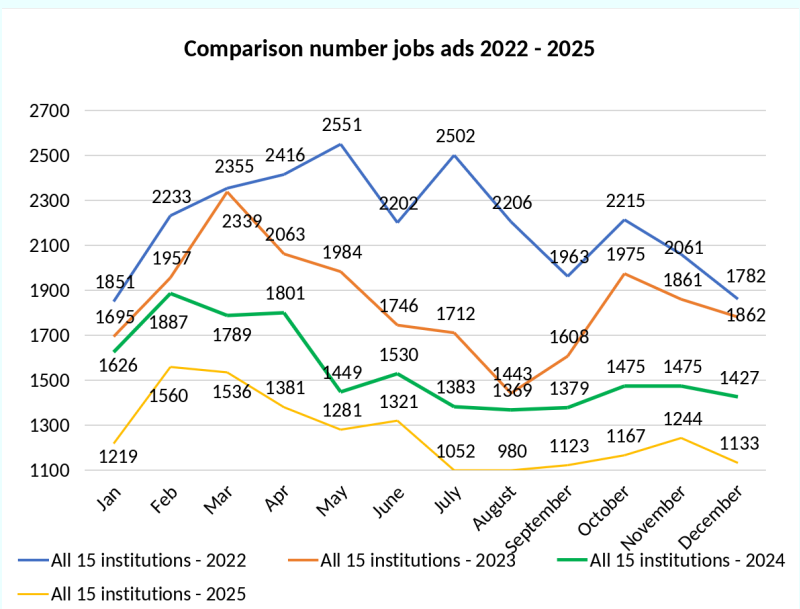
3 Months

3794 job ads

Oct: 1167 jobs
Nov: 1359 jobs
Dec: 1268 jobs

-32% compared to 2023

-13% compared to 2024



Graph 1: Total number of monthly Job ads Jan- Dec 2022-2025
Numbers based on 15 institutions

Overall Development

The number of job ads posted on university job portals across Switzerland continues to decrease, year after year. All four quarters of 2025 are at an all-time low in terms of job offers compared to previous years, indicating a permanent downward trend in job market activity.

The lowest number in the fourth quarter of 2025 was registered in December, with only 1133 job offers. This can be due to the Christmas holidays, especially since the trend is the same in the last 4 years.

Overall, 2025 follows the same trend month after month as 2024, but with a smaller number of job offers across universities in Switzerland.

Q4 Comparison over time

Graph 2 continues to illustrate a decline in Q4 job ads from 2023 to 2025, just like the last 4 quarters.

2023: The reference year, with the highest total of 5'618 job ads.

2024: Job ads dropped by 22% compared to 2023, with a total of 4'377 ads. This was still 15% more than the ads recorded in 2025.

2025: The lowest figure was recorded in 2025, with 3'794 job ads — a 32% decline from 2023 and a 13% decrease from 2024.

		comparison year		
reference year	Total number Job ads	2023	to 2024	to 2025
2023	5618	-	28%	48%
2024	4377	-22%	-	15%
2025	3794	-32%	-13%	-

Table: Total number of Q4 Job ads in comparison

Graph 2: Total Q4 Job ads 2023-2025 and comparison
Numbers based on 15 institutions

The data highlights that the job market in 2025 continues to be significantly less favorable for students compared to previous years, with no signs of improvement.

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.

Q1/2025			Q2/2025			Q3/2025			Q4/2025		
Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
10%	23%	-1%	20%	-18%	25%	-41%	61%	-45%	20%	28%	-20%
-11%	22%	9%	-2%	6%	-3%	-14%	-27%	38%	-7%	60%	-30%
-40%	89%	12%	-42%	-5%	10%	-57%	30%	0%	46%	16%	-45%
-50%	-33%	50%	67%	-100%	400%	-50%	50%	0%	33%	-50%	-50%
-20%	58%	64%	-44%	-18%	-21%	-16%	-17%	69%	-3%	0%	14%
-11%	16%	-4%	0%	-18%	0%	-19%	16%	3%	22%	2%	-13%
-15%	39%	-1%	-15%	-15%	6%	-19%	0%	6%	3%	-7%	-23%
-13%	0%	31%	-8%	-3%	-36%	-9%	-8%	-1%	21%	11%	-5%
18%	9%	-58%	15%	-4%	92%	-42%	-10%	22%	13%	-32%	64%
-19%	55%	28%	-26%	-10%	11%	-9%	-45%	91%	-22%	-2%	4%
-49%	32%	-29%	4%	-4%	4%	0%	0%	2%	-10%	13%	-33%
-19%	32%	17%	-3%	-21%	42%	-35%	-13%	-43%	-25%	56%	71%
-35%	86%	22%	-42%	55%	7%	-44%	-41%	138%	13%	-14%	-32%
31%	19%	-4%	-8%	-18%	11%	0%	15%	-26%	-18%	0%	36%
-51%	112%	-34%	-7%	45%	-51%	62%	-41%	86%	-28%	18%	0%
-22%	43%	-6%	-9%	-9%	-13%	-15%	35%	15%	-38%	-14%	84%
-32%	60%	-2%	77%	-13%	-40%	37%	-44%	242%	-16%	-19%	-16%
-25%	-24%	-5%	16%	-41%	63%	-5%	78%	8%	-24%	77%	-13%
-35%	6%	-21%	78%	-2%	77%	-58%	23%	67%	-39%	52%	-34%
-13	14	-3	-3	-13	5	-13	-1	9	-3	3	-6	net increase

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

In the fourth quarter of 2025, the job market reached an all-time low once again in December, with a net decrease of -6. Such a low number has not been observed since July.
In October, the net decrease was at -3, meaning that compared to September, more universities had a decrease in job offers, and overall, there were still more universities that had a decrease rather than an increase in job offers.

Finally, in November, the net increase is at 3, meaning that more universities have seen an increase in positions compared to October, rather than a decrease.

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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