THE SWISS GRADUATES JOBMARKET MONITOR
A CSNCH PROJECT

CH Jobmarket for graduates

Worse

Indifferent

Better

CSNCH – SWISS GRADUATES JOB MARKET MONITOR
Roger Gfrörer
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(Jobradar, Index Federal Statistical Office, SECO, Jobabbau-Ticker, Adecco JOB Index, JobCLOUD and others) do not publish specific information about the jobmarket for students and graduates.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

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Indicator J – Job Ads

- **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%)
Indicator E – Employer Survey

• 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
Indicator S – Students

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)

Perception now: 2.5 rather bad
Expectations in 6 months: neutral
Indicator C – Career Services

- 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 job market:
• 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?

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!