

Swiss Skills Shortage Index 2020

Part of



THE ADECCO GROUP

Zurich, November 2020



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Executive Summary

The Swiss Skills Shortage Index compiled by Spring Professional and the Swiss Job Market Monitor of the University of Zurich shows which occupations have the largest skills shortage and which have the largest oversupply of labour. It analyses which occupational groups have a particularly large or particularly small number of vacancies in comparison with the number of respective job seekers, both in the various regions within Switzerland and in the country as a whole. By comparing this year's findings with those of the previous year, it is possible to observe whether the skills shortage has changed over time in the individual occupational groups. In other words, it identifies whether the skills shortage has changed over time within the occupational groups.

According to the Swiss Skills Shortage Index, the need for skilled labour in 2020 decreased by 17% in comparison with the previous year. Switzerland saw fewer job advertisements in total than in 2019 as a result of the coronavirus crisis, and conversely more people competing for jobs. However, a persistent and significant skills shortage made staff recruitment difficult in various areas. Like last year, the top positions in this year's skills shortage rankings are occupied by engineering (e.g. civil engineers), technical professions (e.g. air conditioning technicians) and trust business (e.g. trustees).

As well as professions with a shortage of skills, there are also professions that have an oversupply of labour. In these professions, there are significantly more people seeking jobs than there are vacancies available.

Commercial and administrative professions (e.g. office occupations) and cleaning, hygiene and personal care professions (e.g. cleaners) have the largest surplus of skills. In most professions with a skills surplus, the coronavirus crisis has made the situation for job seekers even more difficult than in the previous year.

There are major, clearly identifiable differences between regions. German-speaking Switzerland is significantly more affected by the skills shortage than French-speaking Switzerland, which instead has a surplus of job seekers in many professions. However, the coronavirus crisis had less of an effect on the Skills Shortage Index in French-speaking Switzerland, so the regions become more similar. The professions affected by a skills shortage or a skills surplus are predominantly the same in both German-speaking Switzerland and French-speaking Switzerland.

Skills shortage: Definition and effects

What is a skills shortage?

A skills shortage exists if there are more vacancies than job seekers in an occupation. By contrast, oversupply of labour exists if there are more job seekers than job vacancies in an occupation. Skills shortages and an oversupply of labour are key both for companies and for job seekers. The more people who are affected by unemployment or the more companies that are affected by the skills shortage, the more relevant the phenomenon becomes for the economy and society. The Swiss Skills Shortage Index therefore lists professions in rankings by the size of the shortage or surplus.

What does a skills shortage mean for employees?

A significant skills shortage makes looking for work easier for employees. In concrete terms, this means the more vacancies and the fewer job seekers there are per occupation, the greater the chance of finding a job is. In addition, the skills shortage determines how great employees' bargaining power is in relation to conditions such as salary or working hours.

What does a skills shortage mean for companies?

Companies strive to find the most suitable employees to fill their vacancies, as this plays a key role in their commercial success. The greater the specific occupational skills shortage, the harder it is for companies to find suitable candidates for their vacant positions. In addition, unfilled vacancies hamper economic performance and capacity to innovate not just for individual companies, but also for the economy as a whole. Companies have to pursue innovative strategies in order to counteract the skills shortage. Fewer and fewer skilled staff are being courted by more and more companies.

What does a skills shortage mean for our economy and society?

Firstly, unfilled vacancies hamper economic performance. Secondly, the high unemployment rate associated with an oversupply of labour adversely impacts the social security system. Cooperation is thus needed between politicians and business so that people choose occupations affected by the skills shortage or do not leave these. This requires attractive working conditions that meet the needs of skilled staff, e.g. parents who face the challenge of reconciling family and career. In addition, people with qualifications for which there is little demand any more should as far as possible be able to continue their education or retrain so that they are in demand again on the job market.

“The uncertainty caused by the coronavirus crisis meant that during the first wave of infection, companies were reluctant, and in some cases completely unwilling, to take on any new staff. However, they are able to build on their past experience during the second wave. They are now once again recruiting staff despite the restrictive measures”

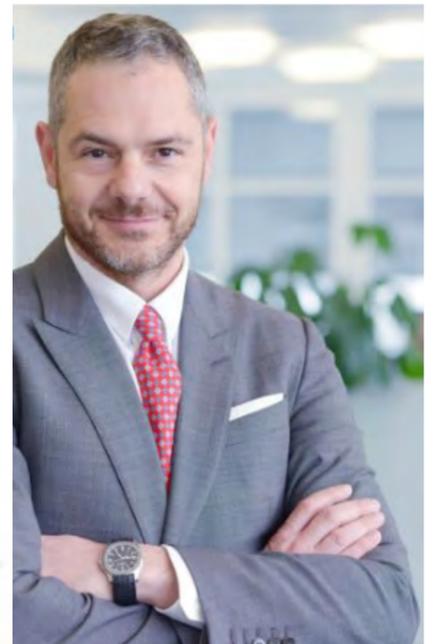
adds Monica Dell'Anna, CEO of Adecco Group Switzerland.

Is there a skills shortage in Switzerland despite the coronavirus crisis?

The coronavirus crisis has had little impact on the skills shortage in many professions, including engineering, IT, technology and medicine. We are seeing on a daily basis how companies are intensively seeking specialists in these fields. However, the coronavirus crisis has further accentuated the skills shortage in highly specialised professions (e.g. quality system engineers in the medical technology sector), as production levels increased massively virtually overnight.

Has coronavirus even increased the skills shortage in certain areas?

Sometimes, it is very difficult to recruit suitable staff. For example, the regional mobility of skilled workers has fallen as a result of the uncertainties caused by travel restrictions. In addition, the currently rather uncertain economic situation means that workers hesitate to change jobs. The reasons for this are evident: even if they are not happy in their current job, they may not be able to find a better alternative quickly. This means that there are fewer people available on the labour market, making staff recruitment more difficult.



LUCA SEMERARO

Head of Professional Recruitment at the Adecco Group Switzerland

Luca Semeraro has worked at the Adecco Group Switzerland as Head of Professional Recruitment for more than five years. In his role, in addition to Badenoch+Clark (executive search) he also heads the Spring Professional brand, which focuses on the recruitment of experts, specialists and managers at middle-management level. Semeraro has around 20 years of experience in the recruitment industry and holds a master's degree in political science.



The Swiss job market: 13 years of experience

The Adecco Group Switzerland and the Swiss Job Market Monitor (SMM) of the Institute of Sociology at the University of Zurich have worked closely together in the field of job market studies for around 13 years.

Since 2018, the Adecco Group Switzerland, in collaboration with the Swiss Job Market Monitor at the Institute of Sociology at the University of Zurich, is publishing a comprehensive annual study about the current extent and the development of the skills shortage in Switzerland. The findings of

these studies are based on the quarterly surveys of the Adecco Group Swiss Job Market Index (Job Index). For around 13 years, this has been a scientifically substantiated and comprehensive measurement of the development of job vacancies in Switzerland.

The Swiss Skills Shortage Index is the first annual study on the skills shortage in Switzerland that is based on representative data collection.



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Data and calculation methods

Data

The Swiss Skills Shortage Index and its Skills Shortage Ranking are based on the quarterly surveys of the Adecco Group Swiss Job Market Index (Job Index) and the employment and labour market statistics system (PLASTA). Here, figures from December of the previous year to September of the current year (four quarters) are summarised as an annual value.

Calculation of the skills shortage

The number of job advertisements according to the Adecco Group Swiss Job Market Index is compared by occupation with the number of job seekers registered with PLASTA. Specifically, the indicator v/u_i is calculated across Switzerland, per language region and per large region. Here, v stands for vacancies and u for the unemployed, i for the respective vocation. This indicator forms the strength of the skills shortage within a profession. However, it does not necessarily record the extent of the skills shortage or oversupply of labour within an occupation. To calculate this factor, the indicator v/u_i is additionally weighted with the size of the vocational field. Specifically, the number of employees per vocation is used.

The Skills Shortage Index shows the development over time since 2016

The index value 100 is determined as the weighted average of the relationship between the number of vacancies and the number of job seekers for all vocational groups in 2016 according to the size of the profession.

Definition of occupations

The advertised jobs that appear during the respective analysed week (basis: tens of thousands of advertisements per quarter) are taken into consideration to calculate the number of vacancies per occupation. The job descriptions in the advertisements are assigned to the job categories of the Swiss Standard Classification of Occupations 2000 (SBN2000) from the Federal Statistical Office using a standardised, mainly automated process. The number of job seekers per occupation (SBN2000) and region according to AVAM are provided by the State Secretariat for Economic Affairs (SECO).

Measured quantity:

Vacancies per job seeker in an occupation (v/u_i), weighted by the size of the occupation

Job seekers:

All job seekers registered with the regional job centre (RAV)

Vacancies:

Representative survey of job advertisements in Switzerland by the Swiss Job Market Monitor (SMM)

Switzerland as a whole: coronavirus crisis reflected in the need for skilled labour

Engineering once again at the top

The top five professions in the 2020 skills shortage rankings are still showing a significant shortage of suitable skilled workers, despite the coronavirus crisis. As in 2019 and 2018, first position in the 2020 ranking is occupied by engineering. This professional group includes occupations such as that of civil engineer. The second and third positions are also unchanged from last year: technicians, who are still highly sought-after, remain in second place. This professional group includes, for example, heating, ventilation and air conditioning technicians. Trust business which is placed third and which covers professions such as auditors, trustees and tax consultants, had an acute skills shortage in 2020. Finding suitable staff to fill vacancies in these professions is posing a significant challenge for companies. However, the skills shortage for all three of these sectors has reduced somewhat compared with the previous year: the number of job seekers has gone up slightly whilst the number of vacancies has remained consistently high.

Consistently large shortages in medicine and pharmaceuticals

The skills shortage in the professions of medicine and pharmaceuticals has remained virtually unchanged. They now occupy fourth position in the skills shortage ranking. These professions saw a large increase in vacancies before lockdown in March 2020, and this number then remained high. There are more job seekers in these fields in 2020 than there were in 2019, but also more vacancies. The fact that the numbers of job seekers and vacancies are both rising could show that available positions and job seekers are not being successfully paired up, as the qualifications sought by companies do not match those held by the relevant job seekers. It is possible that the skills shortage is very acute for some profiles in medicine and pharmaceuticals, whilst being rather low for other profiles.

Rapid change in IT professions

IT professions – occupying fifth position in the rankings and including jobs such as analysts and programmers – have also been affected by a skills shortage. Digitalisation has meant that the labour market is using increasing amounts of IT, so IT skills are required. This is reflected in a consistently high need for specialists in IT professions. The proportion of women in IT professions remains low. One strategy for combating the skills shortage in IT professions for the long-term could be to encourage women into such jobs. Women represent a huge untapped potential for companies, training institutions, and ultimately the labour market as a whole.

Skills shortage has fallen in 2020: -17%

The Swiss Skills Shortage showed an annual increase in the skills shortage since records first began in 2016 through to 2019. The index fell for the first time in 2020, by 17%. COVID-19 changed the situation on the Swiss labour market extremely quickly. In most fields, the number of vacancies has fallen and the number of job seekers has risen. The skills shortage reflects the unemployment rate on the one hand, and the number of vacancies on the other. If there are simultaneously more unemployed people and fewer vacancies, then the skills shortage falls. This has been the case in 2020. If there are fewer unemployed people and more vacancies, then the skills shortage increases. This was a development that could be seen in 2019. However, unemployment and the number of vacancies can also simultaneously rise or fall. In this case, the skills shortage will remain at a similar level. Despite this, it may rise or fall significantly in individual professions.

“Doctors remain in high demand. Among other factors, the population is consistently ageing so there is a need for sufficient medical staff, regardless of economic crises. At Adecco Medical for example, we have seen an increase in requests for geriatrics, geriatric psychiatry and emergency medicine”

explains Corinne Scheiber of Adecco Medical.

“The results of the 2020 Swiss Skills Shortage Index support the assessment made by Switzerland’s ICT Professional Training association: the number of ICT jobs is significantly higher than the corresponding number of people without employment. The IT sector is evolving rapidly, and time and again, companies are intensively seeking new qualifications. Job seekers are often lagging slightly behind,”

says Luca Semeraro, Head of Professional Recruitment at Adecco Group Switzerland.

Sought-after profiles, even in professional groups without a skills shortage

Some professional groups do not have a skills shortage as a whole. However, this does not mean that there are no qualification profiles that are highly sought-after by companies. Firstly, there may be a lack of labour with a particular specialisation or additional training in a certain area. Secondly, there may be lots of job seekers in a particular profession, but without the necessary level of qualifications. For example, there are often unskilled or semi-skilled workers available, whilst those with a higher level of training are particularly in demand yet are rarely seeking jobs. Thirdly, there may be individual elements lacking from the desired qualification profile. These could be particular IT skills outside of IT professions, or language skills. To combat the skills shortage, workers should acquire the necessary qualifications. This is a challenge for the society as a whole that needs to be tackled jointly by all those involved. This includes workers, companies, educational institutes, and political players.

Skills surplus in many professions with low training requirements

Fields that already had a particularly high surplus of labour in 2019 have seen a further deterioration of the situation for job seekers as a result of the coronavirus crisis. An increasing number of job seekers are competing for a declining number of vacancies. Unemployment rates are currently high. In customer-oriented service professions such as hospitality or sales, the situation is particularly acute compared with last year. As it stands, it is difficult for job seekers to find employment again in these sectors. This is because the number of vacancies has fallen and competition is high due to the increasing number of other job seekers.

Biggest surplus of labour in commercial and administrative professions

The largest surplus of labour in 2020 was in the commercial and administrative sectors. This includes jobs such as office workers, administrators and organisational specialists. These professions have been particularly badly affected by the coronavirus crisis, and the number of vacancies has fallen significantly. Commercial and administrative professions have correspondingly dropped down a position compared with the previous year.

“The coronavirus crisis has further boosted automation and digitalisation processes in commercial and administrative professions. In addition, new recruitment is in dire straits since commercial jobs do not generally generate income immediately. However, outsourcing and the general powering down of business relationships have also played a role for the oversupply”

says Luca Semeraro, Head of Professional Recruitment at Adecco Group Switzerland.

Oversupply for cleaning, hygiene and personal care professions

The fields of cleaning, hygiene and personal care also have an extremely high oversupply of labour. This professional group includes professions such as textile care, caretakers, hairdressers and beauticians. However, unlike other professions at the bottom end of the rankings, this oversupply has not been significantly affected by the coronavirus crisis. Although there are more job seekers, the number of vacancies has also increased. However, this increase should not hide the fact that there are still very few vacancies in these professions. It is possible that in cleaning professions in particular, unofficially employed workers have been hardest hit by the crisis. It is likely that many are no longer receiving the same level of work, yet do not appear in the job seeker statistics.

COVID-19 affects the hospitality and housekeeping industry, as well as trade and sales

Third from last in the rankings is once again occupied by hospitality and housekeeping professions, such as service and kitchen staff or domestic workers. Trade and sales professions (e.g. shop assistants or cashiers) are also suffering from a significant oversupply of labour (fifth from last in the rankings). The coronavirus crisis hit these professional groups particularly hard, as measures to stem the pandemic involved direct restrictions on the hospitality industry, hotels and some sales businesses. In addition, many guests and customers stayed away in order to limit contact with people outside their household. In sales, the coronavirus crisis sped up the shift to online business. However, this requires fewer workers than are needed in stores.

Oversupply remains high in construction professions

Like last year, construction professions stand in fourth from last place. This professional group includes professions such as masons, carpenters, plumbers and electricians. Despite the lockdown, the spring saw a lot of staff recruited in this field as is the case every year. Nevertheless, the number of job seekers in the construction and building trades increased back to 2016 levels, after seeing fewer job seekers recorded in this professional group for 2018 and 2019 in particular.

Skills shortage ranking for Switzerland as a whole in 2020



Rank 2020	Occupations	Evolution 2019 - 2020	Rank 2019
1	Engineers	--	1
2	Technicians	-	2
3	Professions in the fiduciary sector	-	3
4	Medicine and pharmaceutical	=	5
5	Information technology (IT)	--	4
6	Technical draughting jobs	=	8
7	Technical specialists	-	6
8	Chemical and plastics processing jobs	=	9
9	Legal jobs	-	7
10	Wood processing and paper manufacturing and processing jobs	=	15
11	Postal and telecommunications	=	12
12	Food and luxury food manufacturing and processing jobs	=	13
13	Social sciences, humanities and natural sciences jobs	=	16
14	Advertising, marketing and tourism jobs	-	11
15	Machinists	=	18
16	Banking and insurance sector jobs	-	19
17	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	--	14
18	Metalworking and mechanical engineering jobs	---	10
19	Teaching and educational jobs	-	17
20	Artistic jobs	=	24
21	Media professionals and related jobs	--	20
22	Public order and security jobs	--	21
23	Therapy and caregiver jobs	-	23
24	Entrepreneurs, directors and head clerks	---	22
25	Public welfare, educational and pastoral jobs	-	25
26	Transportation and logistics jobs	--	26
27	Textile processing, printing and warehouse	-	27
28	Trade and retail jobs	---	28
29	Construction	-	29
30	Hospitality and housekeeping jobs	---	30
31	Cleaning, sanitation and personal care jobs	=	32
32	Commercial and administrative jobs	---	31

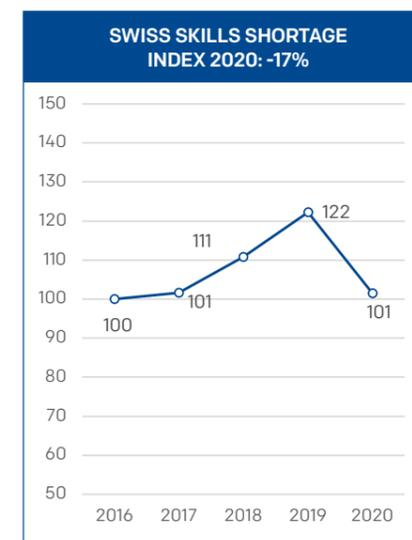
Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the v_j/u_j indicator that is weighted by the size of the occupation, sources: SMM, AVAM (SECO)

Development: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has decreased)

Key facts on Switzerland as a whole



TOP 5 IN SWITZERLAND AS A WHOLE

- 1 Engineering professions
- 2 Technicians
- 3 Trust business professions
- 4 Medicine and pharmaceuticals
- 5 IT professions

BOTTOM 5 IN SWITZERLAND AS A WHOLE

- 1 Commercial and administrative professions
- 2 Cleaning, hygiene and personal care professions
- 3 Hospitality and housekeeping professions
- 4 Construction professions
- 5 Trade and sales professions

- ▶ The coronavirus crisis reduced the need for skilled labour. The 2020 Skills Shortage Index is down 17% compared with the previous year
- ▶ There is still a skills shortage in the top five professions
- ▶ As in the previous year, engineering has the largest skills shortage
- ▶ In most professions with an oversupply of labour, the situation has become even more difficult for job seekers
- ▶ Commercial and administrative professions have the largest oversupply of labour

Skills shortage rankings for German-speaking Switzerland*1



Rank 2020	Occupations	Evolution 2019 - 2020	Rank 2019
1	Engineers	--	1
2	Professions in the fiduciary sector	--	3
3	Technicians	--	4
4	Medicine and pharmaceutical	=	5
5	Information technology (IT)	--	2
6	Teaching and educational jobs	--	6
7	Technical specialists	--	7
8	Technical draughting jobs	=	12
9	Chemical and plastics processing jobs	=	13
10	Legal jobs	-	8
11	Therapy and caregiver jobs	=	15
12	Banking and insurance sector jobs	-	14
13	Wood processing and paper manufacturing and processing jobs	=	18
14	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	--	10
15	Food and luxury food manufacturing and processing jobs	=	17
16	Postal and telecommunications	=	19
17	Social sciences, humanities and natural sciences jobs	=	20
18	Advertising, marketing and tourism jobs	-	16
19	Machinists	=	24
20	Artistic jobs	=	23
21	Metalworking and mechanical engineering jobs	---	11
22	Public order and security jobs	--	21
23	Entrepreneurs, directors and head clerks	---	9
24	Media professionals and related jobs	--	22
25	Public welfare, educational and pastoral jobs	--	25
26	Transportation and logistics jobs	---	27
27	Trade and retail jobs	---	26
28	Textile processing, printing and warehouse	--	28
29	Construction	-	30
30	Hospitality and housekeeping jobs	---	31
31	Cleaning, sanitation and personal care jobs	=	32
32	Commercial and administrative jobs	---	29

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the v_i/u_i indicator that is weighted by the size of the occupation, sources: SMM, AVAM (SECO)

Development: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has decreased)



TOP FIVE FOR GERMAN-SPEAKING SWITZERLAND

- 1 Engineering professions
- 2 Trust business professions
- 3 Technicians
- 4 Medicine and pharmaceuticals
- 5 IT professions

BOTTOM FIVE FOR GERMAN-SPEAKING SWITZERLAND

- 1 Commercial and administrative professions
- 2 Cleaning, hygiene and personal care professions
- 3 Hospitality and housekeeping professions
- 4 Construction professions
- 5 Textile processing, printing and storage professions

The Skills Shortage Index fell more significantly in German-speaking Switzerland than in French-speaking and Italian-speaking Switzerland. However, the German-speaking region's Skills Shortage Index is nevertheless higher than the Swiss average. In the engineering sector in particular, companies in German-speaking Switzerland are looking for skilled workers. Engineering professions correspondingly take first place in the rankings. However, the number of vacancies has fallen slightly compared with the previous year. Second and third place are held by trust business and technical professions. These also showed a significant skills shortage in 2020, even though the number of job seekers rose and the number of vacancies fell.

In the professions of medicine and pharmaceuticals, the skills shortage is at the same level as the previous year. Although they have more job seekers, they also have more vacancies. They occupy fourth position in the rankings. The top five for professions with a skills shortage in German-speaking Switzerland also includes IT professions. They dropped three positions compared with the previous year, but still have significantly more vacancies than job seekers. German-speaking Switzerland saw notable

development in the treatment and care professions. Although these no longer show a definite skills shortage, they rose from 15th to 11th position due to an increase in the number of vacancies.

For 2020, commercial and administrative professions are offering both fewer vacancies and more job seekers than in the previous year. As they now have the largest skills surplus when measured based on the profession's numerical value, they occupy last place in the rankings. Cleaning, hygiene and personal care professions, which occupied last place in the previous year, moved up a position. Despite an increase in unemployment in 2020, more vacancies were also available. Hospitality and housekeeping professions occupy third from last place. The number of vacancies in this area initially rose significantly, but then slumped as a result of the coronavirus crisis. The number of job seekers also increased significantly in the second half of 2020. There is also a significant skills surplus in construction professions and in the textile processing, printing and storage industry.

Key facts for German-speaking Switzerland

▶ The drop in the Skills Shortage Index is somewhat larger in German-speaking Switzerland than for Switzerland as a whole: -21% compared with the previous year

▶ Greatest skills shortage in engineering professions

▶ Commercial and administrative professions now have the largest oversupply of labour

* Cantons of Aargau, Appenzell Ausserrhoden, Appenzell Innerrhoden, Basel-Land, Basel-City, Bern, Glarus, Grisons, Lucerne, Nidwalden, Obwalden, St. Gallen, Schaffhausen, Schwyz, Solothurn, Thurgau, Uri, Zurich, Zug

Skills shortage rankings for French-speaking Switzerland*2



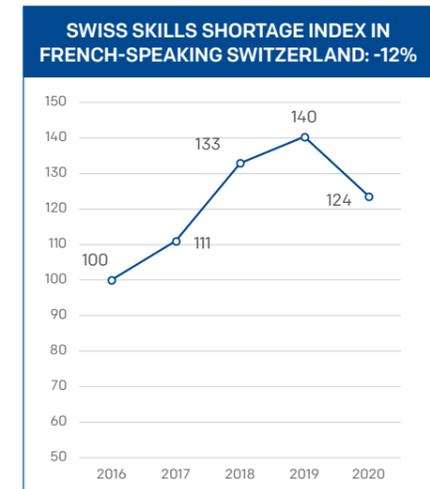
Rank 2020	Occupations	Evolution 2019 - 2020	Rank 2019
1	Technicians	=	1
2	Medicine and pharmaceutical	=	3
3	Professions in the fiduciary sector	-	2
4	Technical draughting jobs	=	5
5	Engineers	--	4
6	Technical specialists	=	7
7	Postal and telecommunications	+	11
8	Chemical and plastics processing jobs	=	8
9	Wood processing and paper manufacturing and processing jobs	=	12
10	Information technology (IT)	--	6
11	Social sciences, humanities and natural sciences jobs	+	17
12	Food and luxury food manufacturing and processing jobs	=	15
13	Machinists	-	13
14	Advertising, marketing and tourism jobs	--	10
15	Media professionals and related jobs	-	16
16	Legal jobs	--	14
17	Metalworking and mechanical engineering jobs	---	9
18	Artistic jobs	+++	22
19	Banking and insurance sector jobs	=	20
20	Public order and security jobs	---	18
21	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	---	19
22	Textile processing, printing and warehouse	=	24
23	Transportation and logistics jobs	---	23
24	Public welfare, educational and pastoral jobs	=	25
25	Teaching and educational jobs	+++	27
26	Therapy and caregiver jobs	---	21
27	Entrepreneurs, directors and head clerks	---	26
28	Trade and retail jobs	---	28
29	Hospitality and housekeeping jobs	---	29
30	Construction	--	30
31	Cleaning, sanitation and personal care jobs	+++	31
32	Commercial and administrative jobs	---	32

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the v_i/u_i indicator that is weighted by the size of the occupation, sources: SMM, AVAM (SECO)

Development: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has decreased)



In French-speaking Switzerland, technicians once again take first place in the skills shortage rankings for 2020, having moved into top position in 2019. The number of vacancies significantly exceeds the number of job seekers in this professional category. Unlike the Swiss average, the skills shortage has not decreased compared with last year, as the number of vacancies has even increased in fact. Medicine and pharmaceuticals professions have newly moved into second place in French-speaking Switzerland. The skills shortage in this area remains high. Similarly, trust business in French-speaking Switzerland has a skills shortage. Particularly sought-after professional profiles include trustees who can speak both French and German. Fourth and fifth positions are occupied by technical drawing professions and engineering professions. However, these two professional groups do not have a definite skills shortage – demand for skilled labour is lower overall in French-speaking Switzerland than it is in Switzerland as a whole, meaning that fewer professions are affected by a skills shortage.

Like Switzerland as a whole, the bottom position in the rankings for French-speaking Switzerland is occupied by commercial and administrative professions. The oversupply of labour has increased even further compared with last year as a result of the coronavirus crisis. In the cleaning, hygiene and personal care professions, many job seekers are still competing for a particularly small number of vacancies. The oversupply in this professional group in French-speaking Switzerland fell somewhat compared with the previous year, as the number of vacancies increased. Construction professions take third from last place in the ranking. There is also a large oversupply of labour in the hospitality and housekeeping professions and in the trade and sales professions. This surplus increased compared with the previous year due to fewer vacancies and higher unemployment.

TOP FIVE FOR FRENCH-SPEAKING SWITZERLAND

- 1 Technicians
- 2 Medicine and pharmaceuticals
- 3 Trust business professions
- 4 Technical drawing professions
- 5 Engineering professions

BOTTOM FIVE FOR FRENCH-SPEAKING SWITZERLAND

- 1 Commercial and administrative professions
- 2 Cleaning, hygiene and personal care professions
- 3 Construction professions
- 4 Hospitality and housekeeping professions
- 5 Trade and sales professions

Key facts for French-speaking Switzerland

- ▶ French-speaking Switzerland suffers from less of a skills shortage than German-speaking Switzerland
- ▶ There is a significant skills shortage in technical professions, medicine and pharmaceuticals, and trust business
- ▶ Commercial and administrative professions have the largest oversupply of labour

* Cantons of Fribourg, Geneva, Jura, Neuchâtel, Vaud, Valais

Skills shortage rankings for major Swiss regions: Lake Geneva



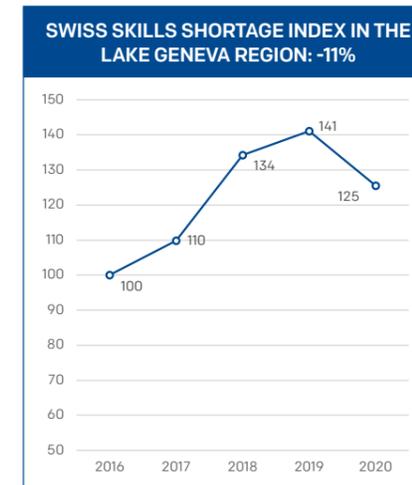
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24	Public welfare, educational and pastoral jobs	--	25
25	Therapy and caregiver jobs	---	20
26	Entrepreneurs, directors and head clerks	---	26
27	Trade and retail jobs	--	28
28	Teaching and educational jobs	---	27
29	Hospitality and housekeeping jobs	---	29
30	Construction	--	30
31	Cleaning, sanitation and personal care jobs	++	31
32	Commercial and administrative jobs	---	32

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the v_i/u_i indicator that is weighted by the size of the occupation, sources: SMM, AVAM (SECO)

Development: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has decreased)



In the Lake Geneva region, technical professions occupy first position in the skills shortage ranking. Despite the coronavirus crisis, there were significantly more job advertisements in this field compared with the previous year. The number of job seekers has also risen. In addition, the skills shortage in medicine and pharmaceuticals also remains high, reflecting the trend across Switzerland as a whole. The third-ranked position for skills shortages is trust business, although the shortage for this professional group is down slightly on the previous year. Technical drawing professions and engineering professions make up the rest of the top five. However, they do not have a significant skills shortage in the Lake Geneva region, as there are fewer professions in this region with a shortage

than there are in other major regions of Switzerland.

The region's largest oversupply of labour was in the commercial and administrative professions. These saw the number of vacancies fall and the number of job seekers rise. Second from last position in the rankings for the Lake Geneva region is occupied by cleaning, hygiene and personal care professions. Contrary to the general trend, this professional group saw the number of vacancies rise compared to the previous year, although still to a very low level. The oversupply of labour remains large. The construction, hospitality and housekeeping, and teaching and education professions also show a significant skills surplus in the region.

TOP 5 FOR THE LAKE GENEVA REGION

- 1 Technicians
- 2 Medicine and pharmaceutical
- 3 Trust business professions
- 4 Technical drawing professions
- 5 Engineering professions

BOTTOM 5 FOR THE LAKE GENEVA REGION

- 1 Commercial and administrative professions
- 2 Cleaning, hygiene and personal care professions
- 3 Construction professions
- 4 Hospitality and housekeeping professions
- 5 Teaching and education professions

Key facts for the Lake Geneva region

- ▶ Top place in the regional rankings is held by technical professions
- ▶ In the Lake Geneva region, the coronavirus crisis has only caused a moderate drop in the Skills Shortage Index
- ▶ There are fewer professions in this region with a shortage than there are in other major regions of Switzerland

Skills shortage rankings for Espace Mittelland



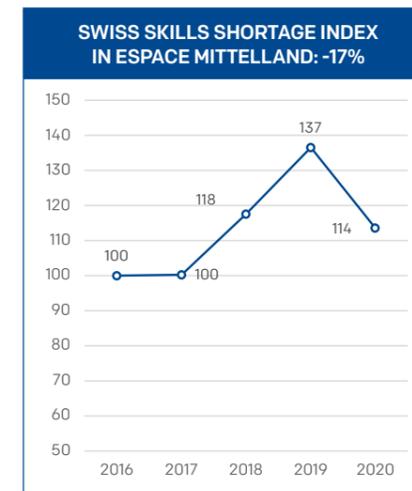
Rank 2020	Occupations	Evolution 2019 - 2020	Rank 2019
1	Medicine and pharmaceutical	=	4
2	Engineers	---	1
3	Technicians	-	3
4	Information technology (IT)	---	2
5	Professions in the fiduciary sector	-	5
6	Teaching and educational jobs	++	13
7	Postal and telecommunications	=	10
8	Legal jobs	=	9
9	Wood processing and paper manufacturing and processing jobs	=	12
10	Technical specialists	--	7
11	Technical draughting jobs	-	8
12	Banking and insurance sector jobs	=	14
13	Chemical and plastics processing jobs	=	17
14	Advertising, marketing and tourism jobs	-	16
15	Therapy and caregiver jobs	+	21
16	Social sciences, humanities and natural sciences jobs	=	19
17	Entrepreneurs, directors and head clerks	---	6
18	Public order and security jobs	--	15
19	Media professionals and related jobs	--	18
20	Food and luxury food manufacturing and processing jobs	=	22
21	Machinists	-	20
22	Transportation and logistics jobs	=	24
23	Artistic jobs	-	25
24	Metalworking and mechanical engineering jobs	---	11
25	Public welfare, educational and pastoral jobs	+++	27
26	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	---	23
27	Textile processing, printing and warehouse	=	26
28	Trade and retail jobs	---	28
29	Cleaning, sanitation and personal care jobs	+++	31
30	Hospitality and housekeeping jobs	---	29
31	Commercial and administrative jobs	---	30
32	Construction	--	32

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the v_i/u_i indicator that is weighted by the size of the occupation, sources: SMM, AVAM (SECO)

Development: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has decreased)



In Espace Mittelland (BE, FR, JU, NE), the crisis year of 2020 also saw a significant lack of skilled workers in the medicine and pharmaceuticals professions. The skills shortage in these professions remained as high as the previous year, and the number of vacancies in fact rose even further in 2020. This has moved medicine and pharmaceuticals up to the top of the regional skills shortage ranking. Among the other professions in the top five (engineering, technicians, IT, trust business), the skills shortage fell compared with the previous year but nevertheless remains high.

Construction professions once again showed the highest oversupply of labour in the region for 2020. As in other regions, although the number of job opportunities did not decrease compared with 2019, the number of job seekers in construction professions in Espace Mittelland increased significantly. Second from last place in the rankings is occupied by commercial and administrative professions. Third from last position is held by hospitality and housekeeping professions, which also saw a significant slump in job opportunities in the wake of the coronavirus crisis.

TOP 5 FOR ESPACE MITTELLAND

- 1 Medicine and pharmaceuticals
- 2 Engineering professions
- 3 Technicians
- 4 IT professions
- 5 Trust business professions

BOTTOM 5 FOR ESPACE MITTELLAND

- 1 Construction professions
- 2 Commercial and administrative professions
- 3 Hospitality and housekeeping professions
- 4 Cleaning, hygiene and personal care professions
- 5 Trade and sales professions

Key facts for Espace Mittelland

► Medicine and pharmaceuticals professions have moved up into first place in the regional rankings for 2020

► The Skills Shortage Index for the Espace Mittelland region saw a significant fall in 2020: -21%

► As in 2019, the region's largest oversupply of labour is in construction professions

Skills shortage rankings for North-western Switzerland



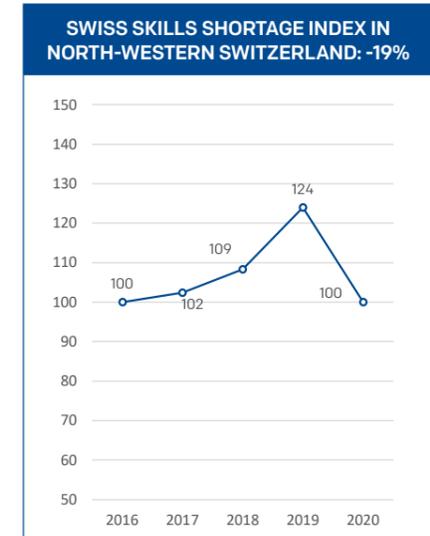
Rank 2020	Occupations	Evolution 2019 - 2020	Rank 2019
1	Engineers	--	1
2	Technicians	--	2
3	Medicine and pharmaceutical	=	5
4	Professions in the fiduciary sector	--	3
5	Information technology (IT)	--	4
6	Teaching and educational jobs	-	6
7	Chemical and plastics processing jobs	=	7
8	Technical draughting jobs	=	8
9	Technical specialists	=	9
10	Banking and insurance sector jobs	--	11
11	Legal jobs	=	18
12	Social sciences, humanities and natural sciences jobs	-	12
13	Postal and telecommunications	+	20
14	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	---	10
15	Metalworking and mechanical engineering jobs	-	17
16	Food and luxury food manufacturing and processing jobs	--	15
17	Wood processing and paper manufacturing and processing jobs	--	16
18	Advertising, marketing and tourism jobs	--	13
19	Media professionals and related jobs	--	14
20	Machinists	=	21
21	Artistic jobs	-	19
22	Public order and security jobs	=	22
23	Entrepreneurs, directors and head clerks	+	25
24	Therapy and caregiver jobs	---	23
25	Public welfare, educational and pastoral jobs	=	27
26	Trade and retail jobs	---	24
27	Textile processing, printing and warehouse	---	26
28	Transportation and logistics jobs	---	28
29	Construction	-	29
30	Hospitality and housekeeping jobs	---	31
31	Cleaning, sanitation and personal care jobs	+++	32
32	Commercial and administrative jobs	---	30

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the v_i/u_i indicator that is weighted by the size of the occupation, sources: SMM, AVAM (SECO)

Development: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has decreased)



In north-western Switzerland, engineering and technical professions once again occupy the first two positions in the skills shortage ranking. The skills shortage in both of these professional groups has fallen, but remains high. The medicine and pharmaceuticals professions rose to third position in the skills shortage rankings for north-western Switzerland. They have a higher number of vacancies compared with the previous year. The skills shortage for trust business and IT was also high in north-western Switzerland, but was down slightly compared with 2019 for both professional groups.

The largest oversupply of labour in north-western Switzerland was in the commercial and administrative professions. They have fallen to the bottom of the rankings, below cleaning, hygiene and personal care professions and hospitality and housekeeping professions. In cleaning, hygiene and personal care professions, the number of vacancies rose compared with the previous year – the opposite of what is happening in most professional groups. There is also a large oversupply of labour in the construction professions and in the transport and traffic professions.

TOP 5 FOR NORTH-WESTERN SWITZERLAND

- 1 Engineering professions
- 2 Technicians
- 3 Medicine and pharmaceuticals
- 4 Trust business professions
- 5 IT professions

BOTTOM 5 FOR NORTH-WESTERN SWITZERLAND

- 1 Commercial and administrative professions
- 2 Cleaning, hygiene and personal care professions
- 3 Hospitality and housekeeping professions
- 4 Construction professions
- 5 Transport and traffic professions

Key facts for North-western Switzerland

- ▶ Engineering and technical professions had the biggest skills shortage in 2020
- ▶ Following an increase for the two previous years, the Skills Shortage Index fell in north-western Switzerland in 2020
- ▶ The largest oversupply of labour is in commercial and administrative professions

Skills shortage rankings for the Greater Zurich area



Rank 2020	Occupations	Evolution 2019 - 2020	Rank 2019
1	Engineers	=	1
2	Professions in the fiduciary sector	--	3
3	Information technology (IT)	---	2
4	Technicians	--	4
5	Teaching and educational jobs	--	5
6	Medicine and pharmaceutical	-	6
7	Therapy and caregiver jobs	=	11
8	Legal jobs	---	8
9	Technical specialists	---	9
10	Technical draughting jobs	=	13
11	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	-	12
12	Food and luxury food manufacturing and processing jobs	=	16
13	Banking and insurance sector jobs	=	14
14	Chemical and plastics processing jobs	=	15
15	Entrepreneurs, directors and head clerks	---	7
16	Wood processing and paper manufacturing and processing jobs	=	18
17	Advertising, marketing and tourism jobs	=	19
18	Machinists	=	20
19	Metalworking and mechanical engineering jobs	---	10
20	Artistic jobs	=	23
21	Postal and telecommunications	=	22
22	Public order and security jobs	--	17
23	Social sciences, humanities and natural sciences jobs	=	26
24	Public welfare, educational and pastoral jobs	---	21
25	Media professionals and related jobs	---	25
26	Textile processing, printing and warehouse	=	29
27	Transportation and logistics jobs	---	28
28	Trade and retail jobs	---	24
29	Construction	-	31
30	Hospitality and housekeeping jobs	---	30
31	Commercial and administrative jobs	---	27
32	Cleaning, sanitation and personal care jobs	--	32

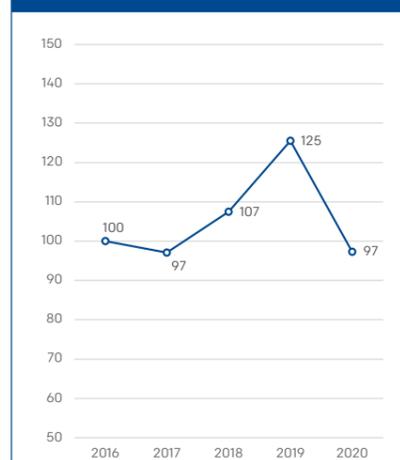
Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the v_i/u_i indicator that is weighted by the size of the occupation, sources: SMM, AVAM (SECO)

Development: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has decreased)

SWISS SKILLS SHORTAGE INDEX IN GREATER ZURICH AREA: -22%



The Zurich region has suffered particularly badly during the coronavirus crisis. Compared with other regions, the Skills Shortage Index fell significantly here (-22%). However, the region still has more professions with a skills shortage than other regions do, because the region's skills shortage in 2019 was particularly high. Engineering professions once again came top of the regional rankings with a consistently high number of vacancies. The Zurich region also had a significant shortage of skills in trust business and IT during 2020, although this shortage was somewhat lower than the previous year. Fourth and fifth positions are occupied by technical professions and by teaching and education professions respectively.

The collapse in staff requirements is particularly significant in professions that already had a skills surplus. The trade and sales, hospitality, and commercial and administrative professions suffered the greatest shock from coronavirus. Commercial and administrative professions even dropped four places, as job opportunities in these professions fell significantly compared with the previous year. Last place in the skills shortage rankings is occupied by cleaning, hygiene and personal care professions. These therefore have the largest oversupply of labour, which has increased even further compared with the previous year. Unlike the Zurich region, other regions of Switzerland saw the skills shortage in these professions fall.

TOP 5 FOR THE ZURICH REGION

- 1 Engineering professions
- 2 Trust business professions
- 3 IT professions
- 4 Technicians
- 5 Teaching and education professions

BOTTOM 5 FOR THE ZURICH REGION

- 1 Cleaning, hygiene and personal care professions
- 2 Commercial and administrative professions
- 3 Hospitality and housekeeping professions
- 4 Construction professions
- 5 Trade and sales professions

Key facts for the the Zurich region

- ▶ In 2020, the Zurich region had a skills shortage in significantly more professions compared with other regions
- ▶ The largest skills shortage is in engineering professions

- ▶ The largest oversupply of labour is in cleaning, hygiene and personal care professions, where there are many job seekers and few vacancies

Skills shortage rankings for Eastern Switzerland



Rank 2020	Occupations	Evolution 2019 - 2020	Rank 2019
1	Technicians	---	2
2	Medicine and pharmaceutical	+	3
3	Engineers	---	1
4	Information technology (IT)	-	5
5	Professions in the fiduciary sector	--	4
6	Therapy and caregiver jobs	--	6
7	Technical specialists	-	7
8	Legal jobs	=	10
9	Social sciences, humanities and natural sciences jobs	-	12
10	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	--	9
11	Chemical and plastics processing jobs	=	18
12	Technical draughting jobs	-	17
13	Food and luxury food manufacturing and processing jobs	-	14
14	Media professionals and related jobs	=	20
15	Banking and insurance sector jobs	--	13
16	Advertising, marketing and tourism jobs	--	16
17	Artistic jobs	=	22
18	Machinists	=	21
19	Postal and telecommunications	=	23
20	Wood processing and paper manufacturing and processing jobs	=	24
21	Metalworking and mechanical engineering jobs	---	15
22	Teaching and educational jobs	---	11
23	Public order and security jobs	---	19
24	Entrepreneurs, directors and head clerks	---	8
25	Public welfare, educational and pastoral jobs	---	25
26	Construction	-	27
27	Transportation and logistics jobs	-	28
28	Trade and retail jobs	---	26
29	Cleaning, sanitation and personal care jobs	=	32
30	Hospitality and housekeeping jobs	---	29
31	Commercial and administrative jobs	---	31
32	Textile processing, printing and warehouse	---	30

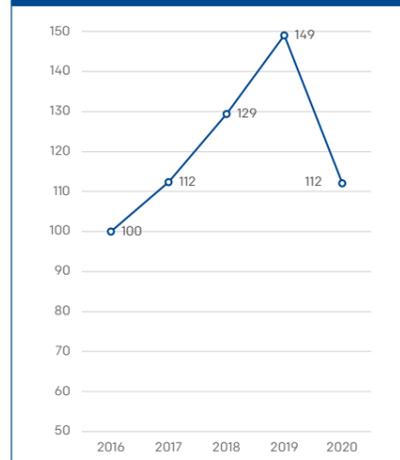
Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the v_i/u_i indicator that is weighted by the size of the occupation, sources: SMM, AVAM (SECO)

Development: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has decreased)

SWISS SKILLS SHORTAGE INDEX IN EASTERN SWITZERLAND: -25%



TOP 5 FOR EASTERN SWITZERLAND

- 1 Technicians
- 2 Medicine and pharmaceuticals
- 3 Engineering professions
- 4 IT professions
- 5 Trust business professions

BOTTOM 5 FOR EASTERN SWITZERLAND

- 1 Textile processing, printing and storage professions
- 2 Commercial and administrative professions
- 3 Hospitality and housekeeping professions
- 4 Cleaning, hygiene and personal care professions
- 5 Trade and sales professions

In eastern Switzerland, technical professions have moved up to occupy first position in the skills shortage ranking for 2020. This professional group had the greatest shortage of skilled workers in the region. The skills shortage in engineering professions fell significantly for 2020. They lost their top position from 2019, and fell back to third place behind not only technical professions, but also medicine and pharmaceuticals. The skills shortage for the latter increased further compared with the previous year despite the coronavirus crisis. IT professions and the trust business also saw a significant skills shortage, following in fourth and fifth place. At the bottom

end of the rankings are textile processing, printing and storage professions, which had the largest oversupply of labour in 2020. The availability of jobs in these professions fell massively this year. However, this was particularly significant in eastern Switzerland, as compared with other regions it has a high number of workers employed or seeking employment in these occupations. The significantly increased oversupply in the textile processing, printing and storage professions meant that commercial and administrative professions moved up a position for 2020 compared with the previous year, despite the fact that the oversupply of labour also rose.

Key facts for Eastern Switzerland

- ▶ Top place in the regional skills shortage rankings is held by technical professions
- ▶ Textile processing, printing and storage professions have the largest oversupply of labour
- ▶ The coronavirus crisis has lowered the Skills Shortage Index in eastern Switzerland

Skills shortage rankings for Central Switzerland



Rank 2020	Occupations	Evolution 2019 - 2020	Rank 2019
1	Technicians	-	3
2	Teaching and educational jobs	-	4
3	Professions in the fiduciary sector	---	1
4	Information technology (IT)	=	5
5	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	+	9
6	Engineers	---	2
7	Technical draughting jobs	=	11
8	Medicine and pharmaceutical	--	6
9	Chemical and plastics processing jobs	=	14
10	Technical specialists	-	8
11	Wood processing and paper manufacturing and processing jobs	=	17
12	Social sciences, humanities and natural sciences jobs	-	12
13	Public welfare, educational and pastoral jobs	--	10
14	Artistic jobs	++	23
15	Postal and telecommunications	=	19
16	Legal jobs	--	15
17	Machinists	++	25
18	Advertising, marketing and tourism jobs	---	13
19	Public order and security jobs	--	20
20	Banking and insurance sector jobs	--	18
21	Metalworking and mechanical engineering jobs	---	16
22	Media professionals and related jobs	-	22
23	Food and luxury food manufacturing and processing jobs	--	21
24	Therapy and caregiver jobs	++	27
25	Entrepreneurs, directors and head clerks	---	7
26	Transportation and logistics jobs	---	24
27	Construction	-	28
28	Trade and retail jobs	---	26
29	Textile processing, printing and warehouse	--	29
30	Hospitality and housekeeping jobs	---	30
31	Cleaning, sanitation and personal care jobs	--	32
32	Commercial and administrative jobs	---	31

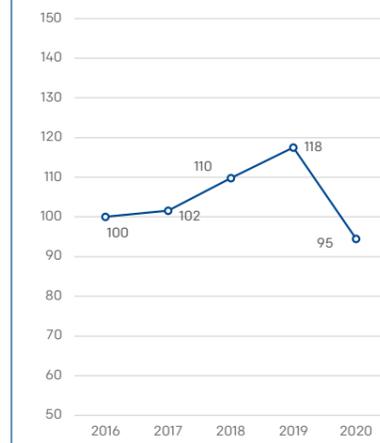
Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the v_i/u_i indicator that is weighted by the size of the occupation, sources: SMM, AVAM (SECO)

Development: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has decreased)

SWISS SKILLS SHORTAGE INDEX IN CENTRAL SWITZERLAND: -20%



TOP 5 FOR CENTRAL SWITZERLAND

- 1 Technicians
- 2 Teaching and education professions
- 3 Trust business professions
- 4 IT professions
- 5 Electronics, watch, vehicle & appliance engineering & maintenance job

BOTTOM 5 FOR CENTRAL SWITZERLAND

- 1 Commercial and administrative professions
- 2 Cleaning, hygiene and personal care professions
- 3 Hospitality and housekeeping professions
- 4 Textile processing, printing and storage professions
- 5 Trade and sales professions

In central Switzerland, technical professions occupy first position in the regional skills shortage ranking. They have the largest shortage for 2020. Teaching and education professions follow in second place. Third place is occupied by trust business: this had the largest skills shortage in 2019, but fell two places this year due to a sharp increase in job seekers combined with fewer vacancies. IT professions take fourth place in the ranking. It is striking that in central Switzerland, engineering professions and medicine and pharmaceuticals professions are further down the rankings than in other regions. Nevertheless, central Switzerland still has a significant skills shortage in both of these areas.

The largest oversupply of labour in central Switzerland in 2020 was in commercial and administrative professions, cleaning, hygiene and personal care professions, and hospitality and housekeeping professions. For all of these professional groups, the oversupply of labour once again increased significantly as more people were recorded as seeking jobs. The number of vacancies also shrank, particularly in commercial and administrative professions. Textile processing, printing and storage professions and trade and sales professions also saw a significant oversupply of labour that was up on the previous year.

Key facts for Central Switzerland

- ▶ The biggest skills shortage is in technical professions, followed by teaching and education professions, and trust business professions
- ▶ Skills shortages fell in central Switzerland in 2020 across all professions
- ▶ The largest oversupply of labour is in the commercial and administrative professions

Appendix

Skills shortage ranking for the French and Italian speaking parts of Switzerland in 2020

Rank 2020	Occupations	Evolution 2019 - 2020	Rank 2019
1	Technicians	=	1
2	Professions in the fiduciary sector	-	2
3	Medicine and pharmaceutical	-	3
4	Technical draughting jobs	=	5
5	Engineers	--	4
6	Technical specialists	=	7
7	Chemical and plastics processing jobs	=	8
8	Postal and telecommunications	=	14
9	Wood processing and paper manufacturing and processing jobs	=	10
10	Information technology (IT)	---	6
11	Social sciences, humanities and natural sciences jobs	=	17
12	Food and luxury food manufacturing and processing jobs	=	15
13	Machinists	-	9
14	Advertising, marketing and tourism jobs	--	12
15	Legal jobs	--	13
16	Media professionals and related jobs	-	16
17	Metalworking and mechanical engineering jobs	---	11
18	Artistic jobs	+++	21
19	Banking and insurance sector jobs	=	20
20	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	---	19
21	Public order and security jobs	---	18
22	Textile processing, printing and warehouse	=	22
23	Public welfare, educational and pastoral jobs	=	25
24	Transportation and logistics jobs	---	23
25	Teaching and educational jobs	+++	27
26	Therapy and caregiver jobs	---	24
27	Entrepreneurs, directors and head clerks	---	26
28	Trade and retail jobs	---	28
29	Construction	--	30
30	Hospitality and housekeeping jobs	---	29
31	Cleaning, sanitation and personal care jobs	++	31
32	Commercial and administrative jobs	---	32

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the v_j/u_j indicator that is weighted by the size of the occupation, sources: SMM, AVAM (SECO)

Development: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per job seeker, has decreased)

Assignment of SBN2000 job titles and cantons

Job title	SBN2000
Agricultural, forestry and livestock farming jobs Farmers, growers Farmhands Gardeners and related professions Florists Forest wardens and forestry workers Hunting-related jobs and game wardens Fishery jobs	11
Food and luxury food manufacturing and processing jobs Cheesemakers and dairy producers Butchers and other meat processors Bakers, pastry chefs, confectioners Millers Brewers, maltsters Wine coopers, wine and beverage technologists arp Tobacco goods producers and manufacturers Food and luxury food testers and tasters	21
Metalworking and mechanical engineering jobs Casters arp Coremakers, moulders Metal surface finishing jobs Metal grinders and polishers Tool operators Cutters and planers Metal drillers Lathe operators Bar turners and screwmakers Welders and other metal joining jobs System and appliance constructors Plumbers (industrial) Blacksmiths, use Metal engineers and metalworkers Construction metalworkers Fitters, use Mechanics Precision mechanics and micro mechanics Machine fitters and machinists arp Installation and maintenance mechanics and other mechanics	24
Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs Automotive and other vehicle electricians Electricians Consumer electronics technicians Network electricians, cable fitters Electrical winders arp Other electrical jobs, use Electronics jobs Telephone and telegraph workers Watchmakers Vehicle manufacturing (land, water, air) jobs Auto mechanics Motorcycle and bicycle mechanics Agricultural machinery, construction equipment and small appliance mechanics Lacquerers (vehicles, industrial) Petrol station attendants, automotive service attendants, use	25

Wood processing and paper manufacturing and processing jobs Sawyers, woodcutters Woodturners Cabinet makers Joiners Other carpenters Woodstainers, wood polishers Framers, gilders and other wood finishing jobs Paper technologists arp	26
Chemical and plastics processing jobs Lab technicians, lab assistants, use Chemical workers, chemists Photo lab technicians Plastics manufacturers and processors Rubber processors	28
Textile processing, printing and warehouse jobs Textile manufacturing jobs Textile processing jobs Leather manufacturing jobs, leather and fur processing jobs Ceramics and glass processing jobs Print preparation jobs Printers and manifold-writers Bookbinders Packers Warehouse keepers, warehouse operators	22, 23, 27, 29
Engineering jobs Architects Civil engineers IT engineers Mechanical engineers Heating, ventilation and air-conditioning engineers Electrical engineers Electronics and microtech engineers Forestry engineers Agronomists Rural engineers, land surveyors, geometers Urban planners, residential planners, landscape designers Chemical engineers and food engineers	31
Technical jobs Electrical technicians Electronics technicians Structural and civil technicians, site supervisors Mechanical technicians Textile technicians Telecommunications technicians Heating, ventilation and air-conditioning technicians Vehicle and aircraft technicians	32
Technical draughting jobs Structural and civil engineering draughtspersons Surveying draughtspersons Technical draughtspersons Metal construction draughtspersons Mechanical draughtspersons Installation draughtspersons Interior construction draughtspersons Electrical draughtspersons	33
Technical specialists Technical managers ns Operational specialists Supervisors ns Other technical specialists and operators	34
Machinists Energy machinists Construction machinists arp Lumber machinists Other machinists Stokers Machinery and plant custodians, tank inspectors	35
Information technology (IT) jobs Computer scientists, analysts Programmers IT operators Webmasters arp Other IT jobs	36

Construction and renovation jobs Bricklayers Concrete workers, cement finishers (construction) Carpenters Road workers Plasterers Demolition specialists, tunnel construction workers, miners Builders, construction supervisors arp Floor and tile layers Roofers Plasterers, stucco plasterers Painters, upholsterers Heating and ventilation installers Plumbers (construction) Insulators Fireplace and tile-oven builders, stove fitters Glass installers Electricians and installers Sanitation planners and installers Mining-related jobs Stone processing jobs Construction materials and components manufacturing jobs	41, 42
Trade and retail jobs Purchasers Salespersons, retail employees Cashiers Publishers, booksellers Druggists Animal handlers Other retail jobs Representatives, travelling salespersons	51
Advertising, marketing and tourism jobs Advertising specialists PR specialists Marketing specialists Market research and opinion polling specialists Travel agency employees Travel guides, tour guides, hostesses	521, 522
Fiduciary jobs Accountants and auditors Fiduciaries and tax consultants	523
Transportation and logistics jobs Railway stationmasters and railway operation dispatchers and secretaries Trackworkers and platelayers Signal tower operators Depot and shunting employees Train attendants Locomotive drivers and tram drivers arp Aerial cableway jobs Passenger transportation jobs arp Lorry drivers Driving instructors, auto experts Skippers, ship navigators Flight captains, pilots, flight instructors Air-traffic controllers Cabin crew members arp Transportation employees and shippers Messengers and couriers	53
Postal and telecommunications jobs Mail carriers and postal clerks Postal assistants Delivery clerks Telephone and switchboard operators Other postal jobs Other telecommunications jobs	54
Hospitality and housekeeping jobs Hotel and restaurant managers Receptionists and porters Service staff Housekeepers, laundry staff, and staff shop attendants Kitchen staff Other hospitality jobs Housekeeping managers Housekeeping employees	61

Cleaning, sanitation and personal care jobs Textile care workers, chemical cleaners Ironers, launderers Janitors, commercial cleaners Chimney sweeps Funeral specialists Waste disposal and recycling jobs Other public sanitation and cleaning jobs Hairdressers Cosmeticians Hand- and foot-care providers	62
Entrepreneurs, directors and head clerks Entrepreneurs and directors Head clerks in public service Organisation and association officials Staffing specialists	71
Commercial and administrative jobs Commercial employees as well as office jobs, use Administrative clerks arp Bookkeepers Real-estate specialists and property managers Import-export specialists Organisational specialists arp Other administrative employees	72
Banking and insurance sector jobs Banking jobs, use Insurance agents and inspectors Insurance jobs, use	73
Public order and security jobs Police Security guards, caretakers Professional firefighters, civil defence members Members of the armed forces arp Other security jobs Customs officers and border patrol	74
Legal jobs Judges and public prosecutors Law clerks Lawyers and notaries Other legal jobs	75
Media professionals and related jobs Journalists and editors Correctors and proofreaders Translators and interpreters Other visual and print media professionals Librarians Archivists and documentalists Curators and museum specialists Stage and film equipment jobs Directors, filmmakers, producers Sound mixers and technicians Camera operators and video technicians Photographers	81
Artistic jobs Musicians, composers and conductors Singers Actors Dancers, dance instructors and choreographers Artists Photo models, models Sculptors Painters, drawers Graphic artists and sign painters Designers, fashion designers Precious-metal smiths Other jewellery makers Wood carvers, wood sculptors Ceramists, potters Ceramic and glass painters Musical instrument makers and tuners Decorators and decoration designers Restorers Interior architectures and decorators	82

Public welfare, educational and pastoral jobs Social workers Educators Residential home and nursery directors Other caregiver jobs Ordained clergy, ministers Other pastoral jobs Related religious orders Counsellors and liturgical assistants	83
Teaching and educational jobs Instructors at universities and other technical colleges Secondary school teachers High school teachers Primary school teachers Kindergarten teachers arp Vocational and technical college teachers Special education teachers, curative teachers Music and singing teachers Drawing and handicrafts teachers Physical education teachers and sports trainers Adult educators Various technical and course instructors	84
Social sciences, humanities and natural sciences jobs Economics and social sciences jobs, vocational counsellors and psychologists Humanities jobs Natural sciences jobs	85
Medicine and pharmaceutical Doctors Medical practice assistants, doctor's assistants Pharmacists Pharmacist assistants	861
Therapy and caregiver jobs, dental and veterinary jobs Physiotherapists, ergotherapists Non-medical psychotherapists Non-medical practitioners Opticians Masseuses Medical technical assistants Medical laboratory assistants Dentists Dental technicians Dental assistants Dental hygienists Veterinarians Veterinary practice assistants, veterinary assistants Midwives Paediatric nurses Psychiatric nurses Nurses Hospital assistants, auxiliary nurses Outpatient nurses, community nurses	862, 863, 864, 865

Regions

German-speaking Switzerland

Cantons: Aargau, Appenzell Ausserrhoden, Appenzell Innerrhoden, Basel-Land, Basel-City, Bern, Glarus, Grisons, Lucerne, Nidwalden, Obwalden, St. Gallen, Schaffhausen, Schwyz, Solothurn, Thurgau, Uri, Zurich, Zug

French- and Italian-speaking parts of Switzerland

Cantons: Geneva, Fribourg, Jura, Neuchâtel, Ticino, Vaud, Valais

Lake Geneva Region

Geneva, Vaud, Valais

Espace Mittelland

Bern, Fribourg, Jura, Neuchâtel

Northwestern Switzerland

Aargau, Basel-Land, Basel-City, Solothurn

Greater Zurich Area

Zurich, Schaffhausen

Eastern Switzerland

Appenzell Ausserrhoden, Appenzell Innerrhoden, Glarus, Grisons, St. Gallen, Thurgau

Central Switzerland

Lucerne, Nidwalden, Obwalden, Schwyz, Uri, Zug



The Swiss Job Market Monitor of the Institute of Sociology at the University of Zurich

The Swiss Job Market Monitor (SJMM), which is headed by Prof. Dr. Marlis Buchmann, pursues the objective of contributing to job market transparency and informing the general public about current developments on the job market. SJMM monitors the Swiss job market using continuous representative surveys of job advertisements on companies' most important advertising channels. The data collected is analysed, contextualised and combined with other job market data, such as job-seeker or employment figures. As a result, scientifically substantiated knowledge is obtained about the Swiss job market, both regarding short-term fluctuations and medium and long-term developments.

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THE ADECCO GROUP

About the Adecco Group Switzerland

The Adecco Group Switzerland is the leading provider for workforce solutions in Switzerland. With more than 650 employees in over 50 locations in all language regions, we bring 23,000 professionals. Our brands are all experts in their respective field. The Adecco Group Switzerland offers customized solutions for job-seekers as well as for small, medium-size and large companies: placement of permanent positions, recruitment and hiring out of temporary staff, payroll services, outplacement and outsourcing, career planning and talent management. In Switzerland, we are present with the following brands: Adecco, Adia, Spring Professional, Badenoch & Clark, Pontoon Solutions, Lee Hecht Harrison and General Assembly.

The Adecco Group Switzerland is part of the global leading provider of workforce solutions transforming the world of work through talent and technology. The Adecco Group is a Fortune Global 500 company, based in Zurich, Switzerland, with more than 34,000 FTE employees in 60 countries and territories around the world. Adecco Group AG is listed on the SIX Swiss Exchange.

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ABOUT SPRING PROFESSIONAL

Spring Professional finds and recruits talented specialists and managers for SMEs and international companies. Our advisers are experienced and know their sectors extremely thoroughly. They have a detailed understanding of what the challenges are and know what ambitious specialists expect from their employer. Our aim is to forge long-term relationships with our clients and candidates that are based on trust. Our clients and candidates feel at ease with us and have confidence in us.

As part of the Adecco Group, we have a global presence. In Switzerland, we have more than 50 people in Zurich, Geneva and Lausanne and help you to find the most suitable specialists.

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