



THE ADECCO GROUP

Swiss Skills Shortage Index

Q1 2018



Adecco

Spring
Professional



pontoon

LEE HECHT
HARRISON



Table of contents

About the study	3
Skills shortage in Switzerland as a whole	4
Skills shortage in German-speaking Switzerland	5
Skills shortage in in western Switzerland and Ticino	7
Methodology: data and methods.....	9
Appendix	
Ranking Switzerland as a whole	10
Ranking German-speaking Switzerland	11
Ranking western Switzerland and Ticino.....	12
Assignment of job titles according SBN2000.....	13
Definition of regions	18



Swiss Skills Shortage Index: Who is affected?

Q1 2018

Skills shortages occur when demand for certain occupations exceeds the respective supply. Skills shortages have a major impact on both companies and job seekers. On the one hand, shortages affect job seekers' chances of successfully finding work. On the other hand, skills shortages in a given industry will enhance the bargaining power of people looking for employment in that industry, for example with regard to negotiating salary and contractual hours. 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. A particularly important indicator of skills shortages is the number of jobs advertised for a certain profession compared to the number of job seekers with a corresponding profile.

Every year the Adecco Group Switzerland publishes both a comprehensive and a short study about skills shortages in Switzerland, in collaboration with the Swiss Job Market Monitor (SMM) and the Institute of Sociology at the University of Zurich. These scientifically substantiated skills shortage studies reveal the occupations for which the number of vacancies is particularly large compared to the number of job seekers, as well as the occupations for which this number is particularly small. In addition, the collection and comparison of data over many years makes it possible to identify increases and decreases in skills shortages for each occupation.



**Universität
Zürich** ^{UZH}



Across Switzerland skills shortages most acute among fiduciary professions

Across Switzerland, the most acute skills shortages are found among fiduciary professions, which is why this occupational area is ranked number one in the Swiss Skills Shortage Index. This sector has the most vacant positions per unemployed person, and as a result, companies find it most difficult to fill these positions. Fiduciary professions are followed by technical occupations, engineering jobs, the human medicine and pharmaceutical sectors and then information technology professions.

Interestingly, the same five occupational groups always lead the ranking across all of Switzerland – however, the order of the top five occupations differs slightly in comparisons between the whole country, the German-speaking region, and the French- and Italian-speaking regions.

The tail end of the Swiss-wide rankings consists of occupations in textile manufacturing, printing and warehousing. These sectors have the least number of vacant positions per unemployed person, which means those job seekers only have very slim chances of finding work. Employment in these sectors is threatened by automation and the outsourcing of production to countries with more affordable conditions. There are only slightly more vacant positions per unemployed person in the cleaning, hygiene and beauty industries, the postal service, the telecommunications sector and the construction industry. Machinists ranked fifth last in the index.

Like the top five, the bottom five occupational areas are very similar across all the various language regions. The bottom five professions in the French- and Italian-speaking regions are the same as the bottom five across Switzerland as a whole. However, cleaning, hygiene and beauty rank more highly in German-speaking Switzerland, so they do not appear in that region's bottom five. Instead, occupations in agriculture and forestry are among the five occupational groups with the least skills shortages in the German-speaking region.

THE 5 MOST DEMANDED PROFESSIONS

- 1 Fiduciary
- 2 Technicians
- 3 Engineers
- 4 Medicine and pharmaceutical
- 5 Information technology (IT)

THE 5 LEAST DEMANDED PROFESSIONS

- 1 Machinists
- 2 Construction
- 3 Postal and telecommunications
- 4 Cleaning, sanitation and personal care jobs
- 5 Textile processing, printing and warehouse



German-speaking Switzerland: major shortage of job seekers for technical roles

In German-speaking Switzerland, the most acute skills shortages can be found in technical occupations. This includes occupational areas such as electrical engineering, mechanical engineering and telecommunications technology. In these industries, the number of available jobs significantly outstrips the number of job seekers. Consequently, companies are finding it very difficult to fill their technician vacancies. Many jobs in technical professions may even have to be left vacant due to a lack of suitable applicants. This disparity between supply and demand in the job market has worsened since the same quarter last year, making the skills shortage even more acute. As a result, technical professions have moved from second place to first place on the index for the German-speaking region. However, they remained in second place across all of Switzerland.

Second place on the German-speaking index is held by the fiduciary professions. There are serious skills shortages affecting occupations such as tax accountants and chartered accountants. Fiduciary professions are ranked number one in western Switzerland and Ticino, as well as in the nationwide index. In the same quarter last year, they were even ranked number one in the German-speaking region. However, the fiduciary skills shortage in German-speaking Switzerland has not decreased - it has simply been overtaken by the technical skills shortage. Given the current climate, studying accountancy or auditing will ensure very good chance of finding work. In these industries, it is particularly important to understand Swiss accounting practices, which makes it more difficult to source professionals from abroad.

In third place in the German-speaking region are occupations in human medicine and pharmaceuticals. There is an acute lack of doctors, which has become even more severe since the same quarter last year. According to the results there are no indications that the market for medical professionals is becoming saturated. The number of vacancies is still very high compared to the number of registered job seekers.

Fourth place in the skills shortage index for German-speaking Switzerland went to the engineering professions, such as jobs in architecture, construction and food engineering. Nationwide, this occupational group is ranked even higher - in third place. Companies may find it extremely difficult to fill engineering vacancies as significantly more vacancies than job seekers are recorded for this group as well. Probably, the skills shortages in this area are in part due to still low proportion of women completing education in classic MINT occupations (maths, information technology, science and technology).

Information technology jobs also made it into the top five skills shortage index for German-speaking Switzerland in the first quarter of 2018. Like all the other top five occupational areas, the IT skills shortage has worsened since the same quarter last year - there are now even more vacancies per job seeker than there were in 2017. It is the same story in western Switzerland and Ticino, where the IT skills shortage has also increased since the first quarter of last year.

THE 5 MOST DEMANDED PROFESSIONS

1 Technicians

2 Fiduciary

3 Medicine and pharmaceutical

4 Engineers

5 Information technology (IT)



The bottom five occupational areas in the skills shortage index: hardly any jobs available for machinists

Machinists came last in the skills shortage rankings for German-speaking Switzerland. In other words, this occupational group has the least number of vacancies per unemployed person. It is the only occupational group in the technology and information technology sectors that has a surplus of unemployed people rather than a skills shortage. Machinist positions are frequently filled by semi-skilled personnel, and more and more of these jobs are disappearing. As a result of automation and digitalisation, demand will be shifting to areas that require advanced education and higher qualifications.. It is striking to note how much higher the machinists' ranking was a year ago. The demand for their labour has decreased dramatically compared to the number of job seekers.

In the German-speaking region, there are many unemployed people in the textile manufacturing, printing and warehousing industries who are competing for very few job openings. These occupations are ranked second last in the corresponding skills shortage index. Job seekers in textile manufacturing, printing and warehousing are likely to find it very difficult to secure new employment. In contrast, companies in these industries should be having no problems filling their vacancies and are in a strong bargaining position when it comes to negotiating their potential employees' conditions of employment. People working in textile manufacturing and printing in particular have had to deal with a massive loss of jobs. On the one hand, this is due to production being moved abroad, but increasing automation is also playing a significant role. There are virtually no vacancies in these industries any more. As a consequence, workers will often have to retrain and, if necessary, learn an entirely new profession."

The third last place in the index went to occupations in the postal and telecommunications services. This sector comprises jobs such as post office customer service representatives, postal delivery workers and call centre operators. These occupations are also currently ranked in the bottom five occupations nationwide. They have slipped down a few rankings in the German-speaking regional index since the first quarter of 2017, which is why they are now in the bottom five. Demand for these professions has decreased in relation to the number of job seekers.

Among building occupations (e.g. bricklayers, painters and tinsmiths) there are also many more job seekers than job vacancies. They are ranked fourth last on the skills shortage index. Reporting of vacant positions will become compulsory for many building occupations from 1 July 2018 onwards. Companies will have to inform the RAV about all their job vacancies that fall into occupational categories with an unemployment rate of over 8%. It remains to be seen how much this will improve the comparatively poor employment chances of job seekers in this occupational group..

Occupations in agriculture, forestry and animal husbandry also ranked among the bottom five in the German-speaking region. In the same quarter last year, this professional group still ranked 21 in the index. And in the French- and Italian--speaking regions there is currently more demand for workers compared to the number of job seekers than in the German-speaking region. This lack of vacant positions is particularly acute in agriculture and animal husbandry.

THE 5 LEAST DEMANDED PROFESSIONS

- 1 Agricultural, forestry and livestock farming
- 2 Construction
- 3 Postal and telecommunications
- 4 Textile processing, printing and warehouse
- 5 Machinists



Major shortage of professionals for fiduciary roles in western Switzerland and Ticino

Fiduciary professions such as tax accountancy and chartered accountancy ranked number one in the skills shortage index for the French- and, Italian-speaking regions of Switzerland (western Switzerland and Ticino), as well as in Switzerland as a whole. Last year (1st quarter 2017) these professions were also facing a major skills shortage, although the situation has improved slightly since then. What this means for western Switzerland and Ticino is that there is a very high number of vacancies in the fiduciary sector compared to the number of job seekers. The employment outlook for this occupational group is consequently very good. Meanwhile, companies in the fiduciary sector are experiencing difficulties finding suitable personnel to fill their vacancies.

The skills shortage among technical professions is also very high. This includes occupations in areas such as electrical engineering, mechanical engineering and telecommunications technology. These professions came in second place in the skills shortage index for the French- and Italian-speaking regions of Switzerland. Here, too, the number of available jobs significantly outstrips the number of job seekers. The technical skills shortage has remained fairly consistent since the first quarter of last year. Many companies in these areas may be unable to fill their vacancies with suitable candidates.”

Engineering professions took third place in the skills shortage index for western Switzerland and Ticino. They also ranked third in the same quarter last year. People with an engineering background usually don't have to wait long to find a new job. They are in great demand on the job market due to the skills shortages in their professions. These shortages also make education and training in engineering occupations particularly worthwhile.

Fourth place in the index for western Switzerland and Ticino went to human medicine and pharmaceuticals. Even though the shortages in these areas are slightly less severe than last year, there is still an acute shortage of doctors. Human medicine and pharmaceutical occupations were also ranked fourth a year ago. In western Switzerland and Ticino, as in the German-speaking regions of Switzerland, “there are no signs that the market for medical professionals is becoming saturated. The number of vacancies is still very high compared to the number of job seekers. Probably, there is an intense search for doctors in many hospitals and medical practices.

Information technology jobs also made it into the top five for western Switzerland and Ticino in the first quarter of 2018. The skills shortage in this sector has increased since the first quarter of 2017, which means there are now more vacancies per job seeker than there were a year ago. And it's the same story for the IT sector across the whole of Switzerland.

THE 5 MOST DEMANDED PROFESSIONS

- 1 Fiduciary
- 2 Technicians
- 3 Engineers
- 4 Medicine and pharmaceutical
- 5 Information technology (IT)



Virtually no vacancies in textile manufacturing, printing and warehousing in western Switzerland and Ticino

In the French- and Italian-speaking regions of Switzerland there are many unemployed people in the textile manufacturing, printing and warehousing industries who are competing for very few job openings. These professions were ranked last in the skills shortage index for western Switzerland and Ticino, making them the 'winner' of the bottom five occupational areas. Workers in the textile manufacturing, printing and warehousing sectors are likely to find it very difficult to secure a new job.

The second last place in the index went to professions in the cleaning, hygiene and beauty industries. These include caretaker roles, jobs in domestic and building cleaning, as well as hairdressers, manicurists and pedicurists. Back in the first quarter of 2017, the number of vacancies was already very low compared to the number of unemployed among these groups. It will usually be easy for companies to fill vacancies in the cleaning, hygiene and beauty industries.

Coming in third last in the skills shortage index for western Switzerland and Ticino are occupations in the postal service or telecommunications sectors, such as post office customer service representatives, postal delivery workers and call centre operators. These occupations are also ranked in the bottom five occupations across Switzerland. Yet compared to the same quarter last year, demand has increased in relation to supply.

Among building occupations (e.g. bricklayers, painters and tinsmiths) there are also many more job seekers than job vacancies. These professionals are consequently ranked fourth last on the skills shortage index for western Switzerland and Ticino.

Machinists are also among the bottom five occupations in the skills shortage index for western Switzerland and Ticino. This group includes construction machinery operators and maintenance technicians, for example. In the German-speaking region of Switzerland, they even have to be content with the very last place on the skills shortage index. This is the only occupational group in the technology and information technology sectors with a surplus of unemployed people rather than a skills shortage.

THE 5 LEAST DEMANDED PROFESSIONS

- 1 Machinists
- 2 Construction
- 3 Postal and telecommunications
- 4 Cleaning, sanitation and personal care jobs
- 5 Textile processing, printing and warehouse

COMPREHENSIVE SWISS SKILLS SHORTAGE INDEX AVAILABLE IN NOVEMBER

Skills shortages continues to be highly topical issue. The Adecco Group Switzerland and the Swiss Job Market Monitor from the University of Zurich will publish a comprehensive study about skills shortages in Switzerland in November 2018. This edition of the Swiss Skills Shortage Index will feature an updated version of the regional rankings presented here. The analysis will be significantly refined, and skills shortages in Switzerland's six major regions will be shown separately. In addition, the analysis will illustrate the development of the skills shortages in 11 occupational groups over time.



Data and methods

The ranking of occupations in the Swiss Skills Shortage Index from The Adecco Group Switzerland and the Swiss Job Market Monitor are based on the quarterly results from the Adecco Group Swiss Job Market Index (AGSJMI) and the figures from the Vacancies and Labour Market Statistics Information System (AVAM). The number of job advertisements from the AGSJMI are compared by profession with the number of job seekers registered with AVAM. To this end we calculate the indicator v_i/u_i separately for linguistic regions, where v is vacancies and u unemployment, i indicates the respective occupation.

The advertised positions that appear during the surveyed week (basis: tens of thousands of advertisements per quarter) are taken into consideration to calculate the number of vacancies per profession. 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 and the regions (cantons) using a standardised, mainly automated process. The number of job seekers per occupation (SBN2000) and region (canton) according to AVAM are provided by SECO.

The SBN2000 assigns a job category to over 18,000 job descriptions (in masculine and feminine forms and in the three official languages). These categories are structured hierarchically and numbered accordingly: job departments (one digit), job classes (two digits), job groups (three digits) and job types (five digits). The allocation of the job descriptions to the job types in the Swiss Skills Shortage Index is based predominantly on the SBN2000 dictionary. In case of doubt, the allocation in the vacancy database (AGSJMI) is not carried out according to the job description alone but rather manually based on the information provided in the complete advertisement text. The main activities carried out in the specific position are the most important criteria for the assignment to a job group. Since the job index is designed to represent the development of labour-market opportunities for job seekers in the individual vocational fields, apprenticeship and internship positions – which are aimed at people who have not yet completed their vocational training – are not included.

The SBN double digits are primarily used to calculate the skills shortage per occupation because the job fields of the SBN double digits have proven to be the ideal measurement for professional part-time job markets in Switzerland. Clearly defined job groups would not sufficiently take into consideration the permeability on the Swiss job market and thus could demarcate jobs that are in fact accessible with similar qualifications. In contrast, less defined job groups would blur the boundaries between the job groups. Nevertheless, in specific cases some SBN double digits must be grouped together because of the low case figures. On the other hand, certain SBN triple digits are sometimes used when the job groups are clearly differentiated and large enough on their own.

In addition, it is important to note that not all of the vacancies in a profession are necessarily accessible for all of the job seekers in that particular field. In Switzerland, the regional linguistic borders are especially significant. As a result, skills shortages should at least be calculated and identified separately according to linguistic region. The skills shortage ranking by The Adecco Group Switzerland and the Swiss Job Market Monitor differentiates between the German-speaking and the non-German-speaking parts of Switzerland based on the corresponding cantons. The bilingual cantons of Fribourg and Valais are assigned to the non-German-speaking cantons, while the cantons of Bern and Grisons are allocated to German-speaking Switzerland.



Appendix

Skills Shortage Ranking of Switzerland Q1 2018	Rank Q1 2018	Rank Q1 2017	Evolution Q1 2018 - Q1 2017
Fiduciary	1	1	=
Technicians	2	2	=
Engineers	3	3	=
Medicine and pharmaceutical	4	4	-
Information technology (IT)	5	5	+
Technical draughting jobs	6	6	+
Technical specialists	7	7	+
Legal jobs	8	8	=
Teaching and educational jobs	9	12	+
Entrepreneurs, directors and head clerks	10	10	=
Metalworking and mechanical engineering jobs	11	14	+
Therapy and caregiver jobs	12	9	-
Chemical and plastics processing jobs	13	13	+
Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	14	18	+
Advertising, marketing and tourism jobs	15	15	+
Banking and insurance sector jobs	16	11	-
Commercial and administrative jobs	17	16	=
Food and luxury food manufacturing and processing jobs	18	24	+
Wood processing and paper manufacturing and processing jobs	19	22	+
Trade and retail jobs	20	19	-
Social sciences, humanities and natural sciences jobs	21	20	=
Agricultural, forestry and livestock farming	22	30	+
Media professionals and related jobs	23	17	-
Transportation and logistics jobs	24	26	+
Public welfare, educational and pastoral jobs	25	21	-
Public order and security jobs	26	25	=
Artistic jobs	27	28	+
Hospitality and housekeeping jobs	28	27	=
Machinists	29	23	-
Construction	30	31	=
Postal and telecommunications	31	29	-
Cleaning, sanitation and personal care jobs	32	32	+
Textile processing, printing and warehouse	33	33	=

Ranking is based on the indicators vi/ui; Sources: SMM, AVAM (SECO)

Evolution: + Skills Shortage has increased, which means that the number of vacancies per unemployed person has increased (positive change of at least 10%)
 - Skills Shortage has decreased, which means that the number of vacancies per unemployed person has decreased (negative change of at least 10%)



Skills Shortage Ranking German-speaking part of Switzerland Q1 2018	Rank Q1 2018	Rank Q1 2017	Evolution Q1 2018 - Q1 2017
Technicians	1	2	+
Fiduciary	2	1	+
Medicine and pharmaceutical	3	3	+
Engineers	4	4	+
Information technology (IT)	5	6	+
Technical specialists	6	9	+
Metalworking and mechanical engineering jobs	7	12	+
Entrepreneurs, directors and head clerks	8	7	=
Technical draughting jobs	9	5	-
Legal jobs	10	8	-
Teaching and educational jobs	11	13	+
Advertising, marketing and tourism jobs	12	11	+
Chemical and plastics processing jobs	13	24	+
Therapy and caregiver jobs	14	14	=
Media professionals and related jobs	15	18	+
Commercial and administrative jobs	16	17	=
Social sciences, humanities and natural sciences jobs	17	10	-
Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	18	25	+
Banking and insurance sector jobs	19	23	+
Trade and retail jobs	20	16	-
Transportation and logistics jobs	21	26	+
Public welfare, educational and pastoral jobs	22	19	=
Cleaning, sanitation and personal care jobs	23	27	+
Wood processing and paper manufacturing and processing jobs	24	28	+
Hospitality and housekeeping jobs	25	29	+
Public order and security jobs	26	22	=
Artistic jobs	27	32	+
Food and luxury food manufacturing and processing jobs	28	33	+
Agricultural, forestry and livestock farming	29	21	-
Construction	30	31	+
Postal and telecommunications	31	15	-
Textile processing, printing and warehouse	32	30	+
Machinists	33	20	-

Ranking is based on the indicators vi/ui; Sources: SMM, AVAM (SECO)

Evolution: + Skills Shortage has increased, which means that the number of vacancies per unemployed person has increased (positive change of at least 10%)
 - Skills Shortage has decreased, which means that the number of vacancies per unemployed person has decreased (negative change of at least 10%)



Skills Shortage Ranking Latin part of Switzerland Q1 2018	Rank Q1 2018	Rank Q1 2017	Evolution Q1 2018 - Q1 2017
Fiduciary	1	1	-
Technicians	2	2	=
Engineers	3	3	=
Medicine and pharmaceutical	4	4	-
Information technology (IT)	5	5	+
Technical draughting jobs	6	6	+
Legal jobs	7	8	+
Teaching and educational jobs	8	12	+
Technical specialists	9	9	=
Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	10	16	+
Therapy and caregiver jobs	11	10	=
Banking and insurance sector jobs	12	7	-
Commercial and administrative jobs	13	13	=
Entrepreneurs, directors and head clerks	14	14	=
Chemical and plastics processing jobs	15	11	=
Advertising, marketing and tourism jobs	16	17	+
Metalworking and mechanical engineering jobs	17	18	+
Wood processing and paper manufacturing and processing jobs	18	19	+
Food and luxury food manufacturing and processing jobs	19	23	+
Agricultural, forestry and livestock farming	20	29	+
Trade and retail jobs	21	21	+
Social sciences, humanities and natural sciences jobs	22	22	+
Media professionals and related jobs	23	15	-
Transportation and logistics jobs	24	27	+
Artistic jobs	25	26	+
Public order and security jobs	26	25	=
Public welfare, educational and pastoral jobs	27	20	-
Hospitality and housekeeping jobs	28	28	=
Machinists	29	24	-
Construction	30	30	+
Postal and telecommunications	31	31	+
Cleaning, sanitation and personal care jobs	32	32	=
Textile processing, printing and warehouse	33	33	=

Ranking is based on the indicators vi/ui; Sources: SMM, AVAM (SECO)

Evolution: + Skills Shortage has increased, which means that the number of vacancies per unemployed person has increased (positive change of at least 10%)
 - Skills Shortage has decreased, which means that the number of vacancies per unemployed person has decreased (negative change of at least 10%)



Assignment of SBN2000 job titles to the Swiss Skills Shortage Index job titles

Job title	SBN2000
Agricultural, forestry and livestock farming jobs Farmers, growers Farmhands Gardeners and related jobs 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, geometricians 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 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 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

Definition of regions

German-speaking Switzerland

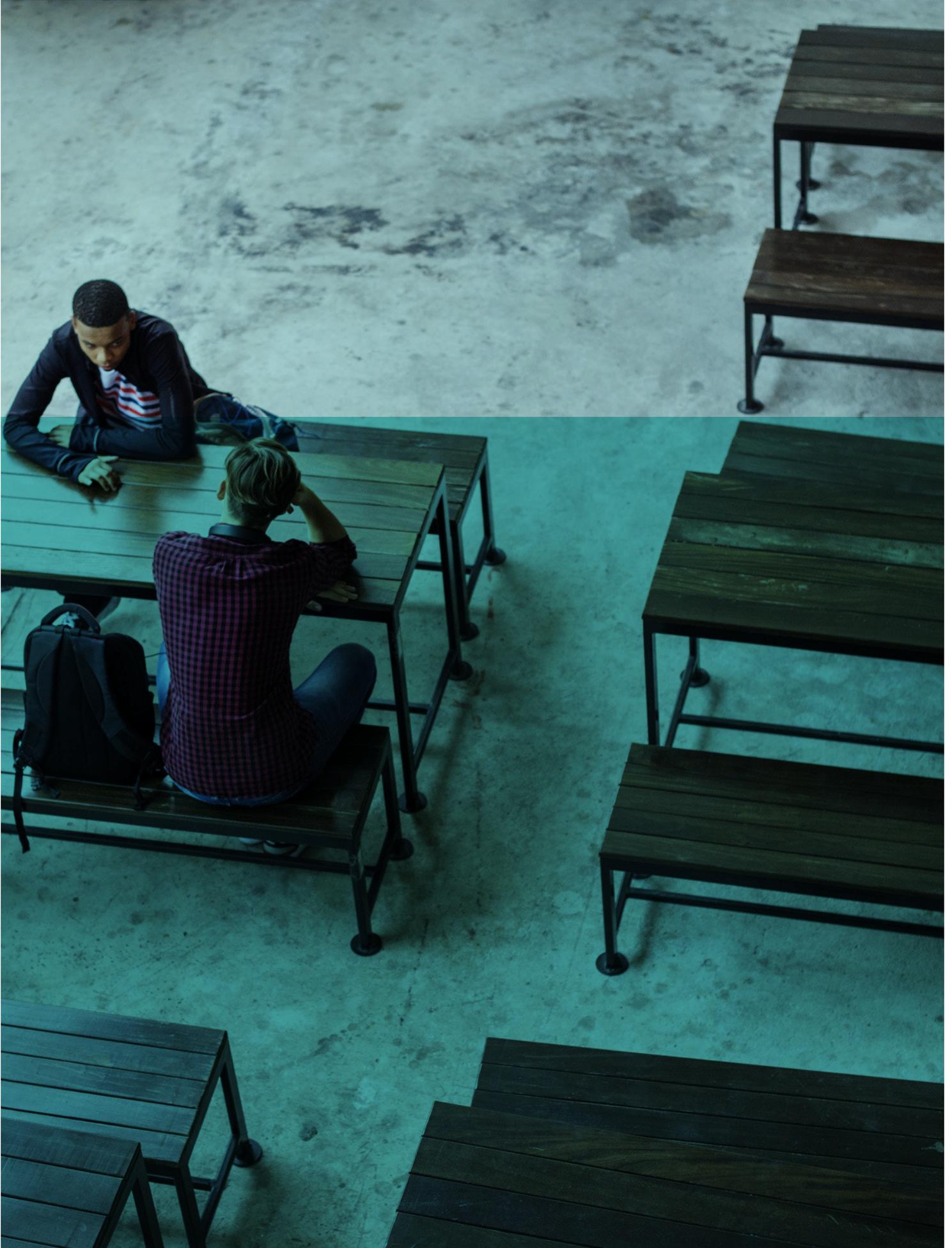
Cantons: Aargau, Appenzell Ausserrhoden, Appenzell Innerrhoden, Basel-Land, Basel-City, Bern, Glarus, Grisons, Lucerne, Nidwalden, Obwalden, St. Gallen, Schaffhausen, Schwyz, Solothurn, Thurgau, Uri, Zurich, Zug

French- and Italian-speaking Switzerland

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



THE ADECCO GROUP





THE ADECCO GROUP

Swiss Skills Shortage Index

Q1 2018