



TOGETHER WE CAN TACKLE YOUTH UNEMPLOYMENT

As shown by the annual Credit Suisse Worry Barometer unemployment is one of the biggest concerns of the Swiss population. This is an issue for young people too. Although youth unemployment is at a moderate level in Switzerland at the moment, it is also among the country's primary social topics. When youth unemployment reached an all-time high of 5.4 percent in 2009, Credit Suisse took action and launched an initiative to remedy the situation. Since then, the projects of six partner organizations have been supported with up to CHF 30 million. The programs are designed to make it easier for young people to enter the world of work – and they have proven efficient and effective. As a result, the initiative has now become a national platform for combating youth unemployment with the launch of the "Check Your Chance" non-profit association. We are supporting the partner organizations in this next important step. The domestic market is of vital importance to Credit Suisse. We will therefore continue to make a contribution to improving professional opportunities for young people and hence the long-term promotion of Switzerland as a center for education and employment.

Hans-Ulrich Meister, Head Private Banking & Wealth Management and Chief Executive Officer Region Switzerland, Credit Suisse

ABOUT CREDIT SUISSE'S YOUTH UNEMPLOYMENT INITIATIVE

THE INITIATIVE

Credit Suisse is committed to improving the job prospects of young people. As part of the initiative "Together We Can Tackle Youth Unemployment," and in collaboration with six non-profit partner organizations, we support as many young people as possible in the process of entering into a regular employment relationship. The programs successfully complement government measures in all parts of the country. From the start of the initiative in 2010 to the end of 2014, more than 8,300 young adults received support in the form of training and individual assistance from the programs. After a development phase of more than four years, the six programs are working effectively and efficiently, and are also helping counteract the shortage of specialists in Switzerland in the long term. Thanks to this success, Credit Suisse is working with the partner organizations on the long-term, independent continuation of the programs from 2015 onwards.

YOUTH UNEMPLOYMENT IN SWITZERLAND

Despite the healthy economy, on average 54,000 or 8.6 percent of those aged between 15 and 24 in Switzerland were looking for work in 2014, according to the Swiss Federal Statistical Office. Negative economic developments hit young adults especially hard. Therefore, it is important to us to invest in the infrastructure to prevent youth unemployment. This facilitates the availability, even in economically difficult times, of the structures necessary to provide young people with targeted help in accessing the job market.



FOCUS ON CAREER STARTS

Starting a career sets the course for the future and can be a difficult hurdle in the life of a young person. Together with our partners, we aim to contribute to facilitating professional training and integration into the job market for as many young people as possible. If, despite personal effort, young adults are unable to find a first job following their apprenticeship or graduation, this could permanently exclude them from their chosen profession. This has long-term consequences for the society. The situation is equally difficult for young people who have not yet completed any initial training. Here too, the initiative to combat youth unemployment is taking action – and contributing to the long-term promotion of Switzerland as a center of education and employment.

THE INITIATIVE IN FIGURES



Figures relate to the period from 2010 to 2014.

A NATIONAL PLATFORM AGAINST YOUTH UNEMPLOYMENT

EFFECTIVE AND EFFICIENT

Since the initiative was launched in January 2010 and December 2014, more than 8,300 young people have entered one of the programs. Over the same period, more than 4,300 young adults found permanent or temporary employment after completing the programs. More than 1,000 participants left the programs with a follow-up solution in the form of a continuing professional development agreement. This is a success rate of about 70%. The six programs are different in terms of target group, methods, and intensity of supervision. This also results in different cost structures. With annual costs of between CHF 2,000 and 4,000 per participant, the organizations all demonstrate a high level of cost efficiency. Therefore, it is important to us that the programs can continue even after the initiative ends in 2015.

HIGH SUCCESS RATE

The University of Applied Sciences Northwestern Switzerland provided research assistance for the Credit Suisse Initiative "Together We Can Tackle Youth Unemployment" from 2010 to 2012. Professor Markus P. Neuenschwander was in charge of the evaluation and is convinced that the programs should continue, given their success: "The programs are very effective, as shown by the high success rate and positive feedback on the programs from the participants. We hope that these programs will continue from 2015 onwards, so that in future many more young people can receive assistance in entering the career world. It is very beneficial to society, and the support for young people at this critical point in life – getting their first job – is well worth the investment."

"CHECK YOUR CHANCE" NON-PROFIT ASSOCIATION

Given the successful establishment of the initiative's programs, Credit Suisse and the six partner organizations have worked to convert the initiative into an independent, national platform to combat youth unemployment. For this purpose, the six partner organizations of the initiative founded the "Check Your Chance" non-profit association which aims to prevent youth unemployment by mobilizing government and private funding as a public-private partnership. The launch of this plat-

form is an innovation in Switzerland. Credit Suisse and the SVC Foundation for Entrepreneurship, which was co-founded by Credit Suisse, are the founding partners of the new association.

SUPPORT "CHECK YOUR CHANCE"

The new youth unemployment platform relies on broad-based support. As a company, foundation, or private individual, you can help "Check Your Chance" through:

- a one-time donation
- becoming a friend (regular donor)
- entering into a multi-year partnership

Thank you very much for your support.

"CHECK YOUR CHANCE" NON-PROFIT ASSOCIATION

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PARTNER ORGANIZATIONS

To implement this initiative, Credit Suisse entered into a partnership with six non-profit organizations. It primarily supports programs to help young people manage the transition from education to regular employment or further training.

"DIE CHANCE":

By offering individual support, the foundation helps disadvantaged youths successfully enter the employment market.



DIE CHANCE is a private organization that supports young people from disadvantaged backgrounds so that they have an opportunity to complete vocational training programs. It assists school graduates who have not found an apprenticeship from finding a place to successfully completing a training program. If problems arise during the training period, the foundation also provides job coaches to keep the students from dropping out, or helps them find alternatives. The support program ends when the students find a permanent job following their apprenticeship. Training facilities can also contact the foundation to obtain assistance and advice if the students have personal, social, or educational problems. The foundation's coverage area includes all of Eastern Switzerland and the Principality of Liechtenstein.
die-chance.ch

"Intégration Pour Tous":

Jeunes@Work – coaching for a first job for those completing an apprenticeship and other graduates of a secondary level II program



Through courses, individual coaching and work placements apprentices and other secondary level II graduates are prepared for the job market and given support in finding their first job over a period of three months. After a startup phase in the canton of Geneva in 2008, the project has been expanded since 2010 with the help of Credit Suisse to the cantons of Jura, Neuchâtel, Valais, and Vaud. Jeunes@Work accepts up to 600 young people to the program each year in French-speaking Switzerland.
fondation-ipt.ch / jeunesatwork.ch

"Speranza":

Assessment for apprentices regarding alternative fields of work, including job options



In a focused, individual assessment, young unemployed people can find out which professional fields would best suit them and which new career path could be a viable option for them due to a healthy labor market in that area. The assessments are overseen by a company for suitability diagnostics and experienced career advisors. They are supported by most professional associations.
stiftungsperanza.ch

Labor Transfer SA:

Career Start-up – career integration for those completing an apprenticeship and college graduates in the canton of Ticino



During a four-month period, graduates of apprenticeships and colleges receive help in entering the job market with courses, individual coaching, and strategic searches for a specific position. The Career Start-up project is aligned to the specific needs of the canton of Ticino. This project is a non-profit cooperation with Labor Transfer SA.
labor-transfer.ch / careerstartup.ch

LBV Network:

Application and job coaching for those completing an apprenticeship with a Swiss vocational certificate (EBA)



Vocational training associations Lernwerk (AG), Overall (BS), fribap (FR), BildungsNetz Zug (ZG), Berufslehr-Verbund Zurich (ZH), and the Chance foundation (ZH) join forces in the LBV network. Each year, after the two-year basic professional training course, about 75 graduates with the Swiss vocational certificate (EBA) receive help in searching for a permanent position or continued training. The main areas are: advice on all aspects of work and career, application support, coaching during the induction period.
netzwerk-lbv.ch



Swiss Labor Assistance Network (SAH):

CT2 – professional integration for apprentices and graduates



Since 2010, apprentices and graduates have benefited from a new program: The CT2 program helps young adults get started in the professional world with an application workshop, advice on job hunting as well as individual advice and individual/group coaching after they have completed their initial training program. It also supports them during their probationary period at work. Several SLA Regional Associations help young people with finding a job and integration into the labour market.
sah-schweiz.ch / ct2.ch



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