Canton of Zurich
Department for Economic Affairs
Office for Labour

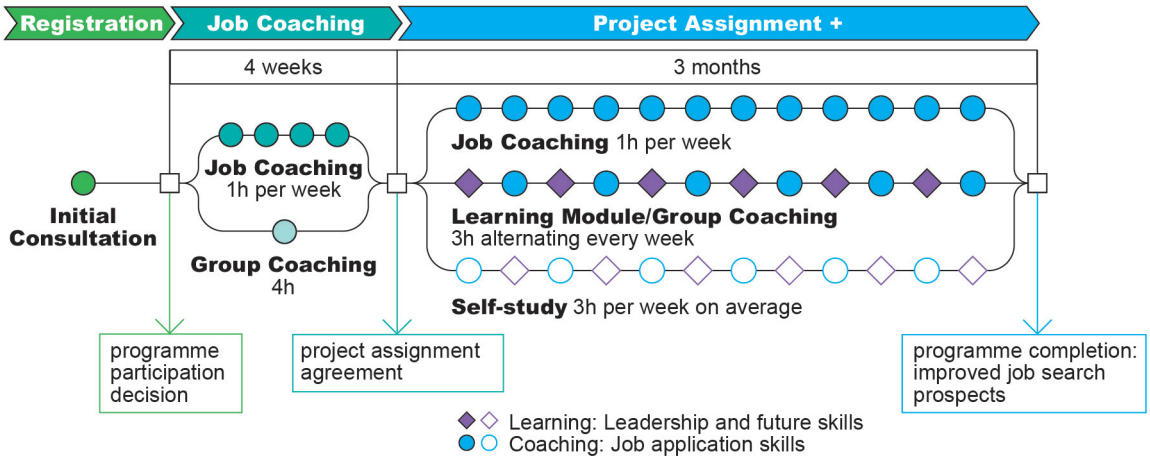
Programme for Highly Skilled Professionals

This programme is specifically designed for highly skilled professionals and/or executives. It combines a temporary project assignment with individual job coaching as well as weekly group coaching and learning sessions, aimed at enhancing your application skills and significantly increasing your employment opportunities.

Your Benefits

- Reviewing and sharpening your positioning and application strategy
- Heighten visibility and attractiveness in the hidden job market
- Experience in an alternative or expanded field of work
- Expanding your professional network
- Closing potential gaps in your resume
- Applying your skills in a partner company
- New contacts and a letter of reference
- Expanding and deepening of leadership and future skills

Programme Components and Process



Requirements for Participation

- You are a manager and/or a specialist with tertiary level education
- You have at least a B2 language level in German or English
- You are actively seeking employment with a workload of at least 70%
- You are motivated to maximally leverage the intensive coaching and proactively drive the process of acquiring an assignment
- You are available to fully participate in the 4-week Job Coaching phase and have maximum 1 week of vacation planned during the project assignment phase

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Programme for Highly Skilled Professionals
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To register, please contact your RAV consultant.

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Feedback from programme participants

I was able to make a significant contribution to the success of a project. The contacts I made will be valuable for my future job search. I acquired new skills, demonstrated existing ones, and had them confirmed through a work reference

The experience was very positive and helpful for me in getting back into the work environment and starting discussions and conversations related to my job profile with experienced and seasoned professionals. I admired the flexibility at the workplace and the confidence the company showed in my ability to work independently.

The constructive support and motivation have given me the courage to reach out to companies and contacts, even when there is no suitable position advertised. The project assignment served as a door opener to start conversations. Unexpected opportunities and leads have emerged as a result. These small successes are motivating and make me eager for more.

I think the idea behind the programme is very positive: to help the participants build new capabilities and expand their networks to increase their opportunities to find a new role.

Feedback from host companies

Our project was completed on time, which would not have been possible without the participant. We are thrilled with this opportunity, which is extremely beneficial for both parties.

The project was a complete success due to the candidate. Extremely proactive, eager to learn, full identification with the project, practically no super vision required. He provided value in all possible areas from day one.

The perspectives and experience of a qualified external expert were very valuable. She was able to quickly identify potential for optimisation.

It is very beneficial when someone can work on a project with a 80% workload and drive it forward. It is also advantageous for the employees to see a new face and receive new inputs.