Canton of Zurich
Department for Economic Affairs
Office for Labour

# Programme for Highly Skilled Professionals

**The Office for Labour supports highly skilled professionals and executives in the application process and enables participants to bring their skills and competencies to companies on a temporary basis. Host companies providing project assignment opportunities benefit from the expertise of the participants, while the participants expand their skills, their network and their industry know-how.**

## What can you expect?

Your company benefits from the candidates' wealth of experience and can accelerate developments within a targeted project structure. Together with the job seeker, you define project scope and goals as well as the desired outcomes, taking the needs of both parties into account (win-win).

## What you need to consider during the project assignment

While participants are engaged in your company, they continue to actively look for permanent employment. Alongside the project assignment, weekly individual coaching as well as group coaching and learning sessions take place. As a host company, you agree to release participants for these mandatory programme elements as well as for job interviews.

## Your contact with the programme

Before and during the project assignment, participants are individually supported by a qualified coach. The coaches act as a bridge between you and the highly skilled job seekers and serve as your direct point of contact for any questions throughout the assignment.

**We look forward to hearing from you.**

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Programme for Highly Skilled Professionals
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## Your commitment as a host company

As a host company, you provide appropriate conditions to enable participating job seekers to achieve agreed objectives. A designated contact person within your organisation is responsible for the assignment and provides guidance and support to participants throughout. Upon completion of the placement, you issue participants with a qualified reference reflecting their performance and conduct.

## Good to know

The Programme for Highly Skilled Professionals is a labour market measure and is funded by the Unemployment Insurance (ALV). There are no salary costs for your organisation. The primary aim is the rapid reintegration of highly skilled job seekers into the labour market. An early completion of the programme due to a successful job search ist possible at any time.

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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

Once I heard of this programme, I immediately signed up. I got a full-time C-level management position a few weeks later. I just wish I had learned about this opportunity sooner. For many positions, I was considered an overqualified candidate and therefore not even invited for an interview. This programme allowed companies to meet me and get to know me, which minimised their risk.

he 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.