



# SWITCHER

*The Job Shadowing Program*

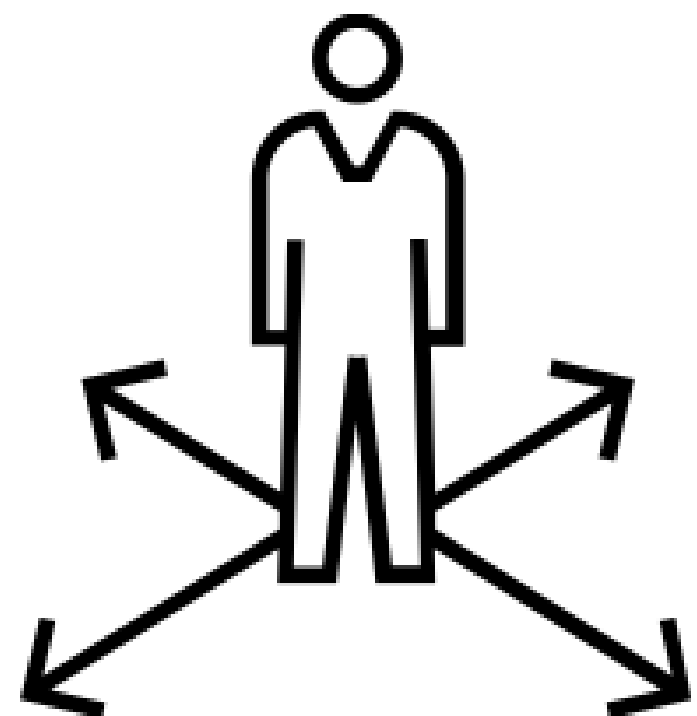


# THE OBSERVATION

**42%**

**jobs will disappear in France in 20 years time\*.**

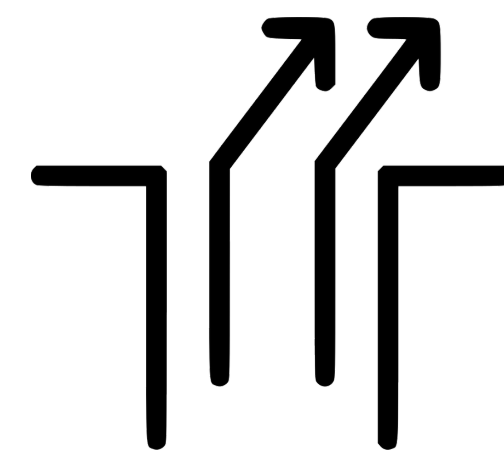
**Increased tertiarisation, digitalisation and deindustrialisation have had significant impacts on the labour market and will raise important issues for workers.**



The rise of technology in the workplace will not only destroy jobs but will also create **opportunities**.

However, a gap exists between *current* skills of the workers and the ones that will be necessary in the *future*.

**Our aim is to reduce this gap and help workers discover new jobs they might now be aware of, learn new skills and help them throughout their transition.**



**WHAT  
CAN BE  
DONE?**

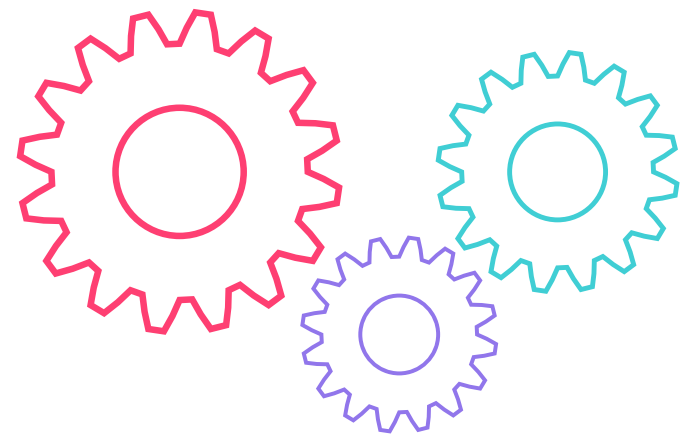
# OUR SOLUTION



**A simple program that will allow workers to discover new job opportunities during a short time span, by offering job shadowing possibilities, different trainings and job trials.**

# HOW DOES IT WORK?

## A THREE-STEP PROCESS



1. **Discovery** > the workers shadow during one week, different potential jobs that fit their skills and interests.
2. **Training** > the workers are trained in a chosen field in partnering companies.
3. **Trial period** > if the worker is interested, the companies can offer a 3-month trial period within their company.

# HOW DOES IT WORK?

## A FLEXIBLE MODEL FOR WORKERS

**Freedom** to choose within a spectrum of jobs adequate to their skills.

**Mobility within the system**, workers can leave the trial and move on to another position if they desire to discover something else.

**Security** of still having a salary whilst looking for a new position and acquiring new expertise.

# WHY COLLABORATE?

## **A TAILOR MADE SERVICE FOR COMPANIES**

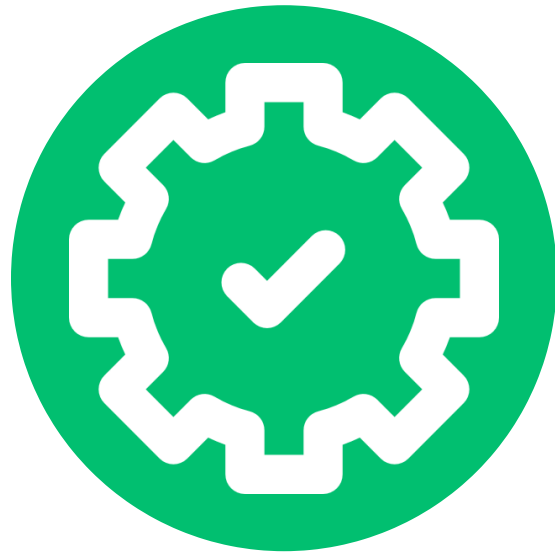
Avoid financial and reputational costs  
Time efficiency at a low cost  
Flexible service for each partner  
Variety of backgrounds of the new employees



# OUR VALUES



**TRUST**



**EFFICIENCY**



**TRANSPARENCY**

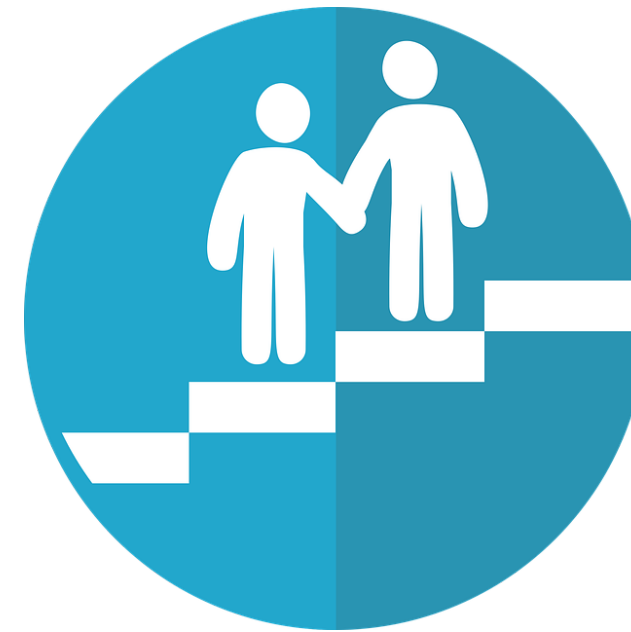
# OUR SERVICES



**MATCHING  
PLATFORM**



**BUILDING OF  
TRAINING  
PROGRAMMES**



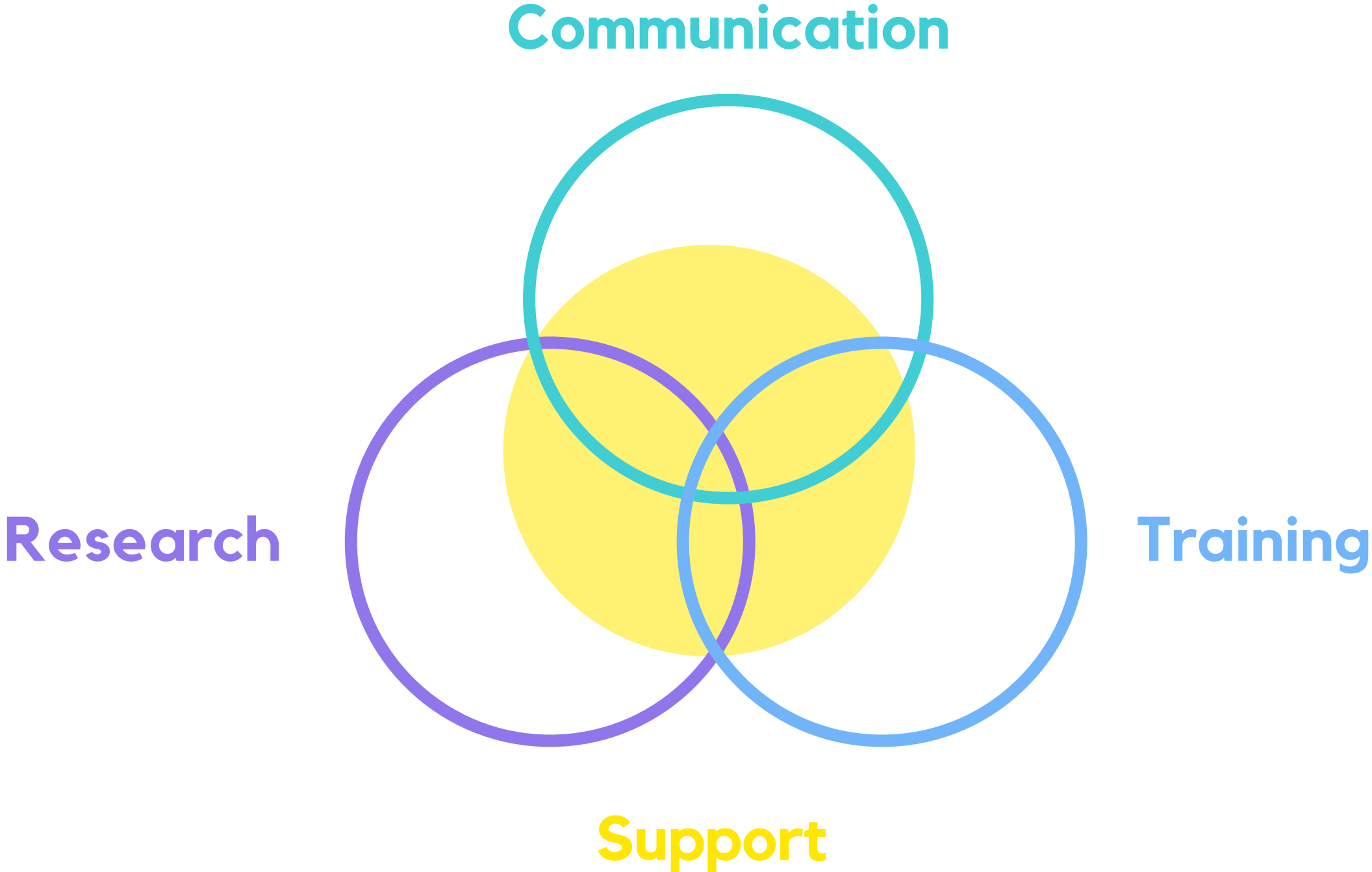
**PERSONAL  
BACKING  
OF EACH WORKER**



**PSYCHOLOGICAL  
SUPPORT**

# OUR TEAMS

## 4 CENTRAL DIVISIONS

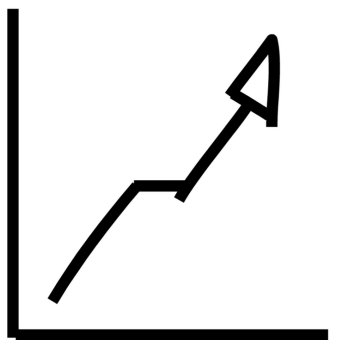


# RESEARCH



Identifying sectors, professions interesting for the workers.

They will looking closely at the trends in the labour industry and anticipate the factors that may impact the market in the future.





# COMMUNICATION

Getting in touch with companies and establishing long-term and trustful partnerships



# TRAINING



Developing tailor-made professional retraining programs by identifying the skills of each workers and helping them develop new ones

Developing partnership with psychologists for the well-being of workers



# SUPPORT



Providing helpful support to all the three pillars.

This division will include: compliance, HR management and IT.

# Contact us!

**INTERESTED  
IN JOINING  
US?**



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