<table>
<thead>
<tr>
<th>Gesamteindruck / Appréciation globale</th>
<th>Inhalte &amp; Ziele / Contenu &amp; objectifs</th>
<th>Ablauf / Déroulement</th>
<th>Leitung / Intervenant-e-s</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Deutschschweiz</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Zertifizierende Angebote</td>
<td>0% 0% 0% 29% 71% 100%</td>
<td>0% 1% 6% 46% 47% 93%</td>
<td>0% 0% 0% 29% 71% 100%</td>
<td></td>
</tr>
<tr>
<td>Seminare</td>
<td>1% 2% 9% 35% 53% 88%</td>
<td>1% 3% 9% 30% 57% 88%</td>
<td>0% 0% 0% 29% 71% 100%</td>
<td></td>
</tr>
<tr>
<td>Tagungen</td>
<td>0% 2% 9% 43% 47% 89%</td>
<td>0% 2% 16% 42% 40% 82%</td>
<td>0% 0% 0% 29% 71% 100%</td>
<td></td>
</tr>
<tr>
<td>Informationstagungen</td>
<td>0% 1% 6% 27% 65% 93%</td>
<td>0% 2% 12% 33% 53% 86%</td>
<td>0% 0% 0% 29% 71% 100%</td>
<td></td>
</tr>
<tr>
<td>Spezielles</td>
<td>1% 3% 8% 42% 46% 88%</td>
<td>1% 1% 15% 35% 48% 83%</td>
<td>0% 0% 0% 29% 71% 100%</td>
<td></td>
</tr>
<tr>
<td>Total Deutschschweiz</td>
<td>0% 2% 8% 36% 53% 89%</td>
<td>0% 2% 12% 34% 51% 86%</td>
<td>0% 2% 5% 20% 74% 94%</td>
<td></td>
</tr>
<tr>
<td><strong>Suisse Romande</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Formations certifiantes</td>
<td>0% 0% 15% 12% 73% 85%</td>
<td>0% 1% 10% 23% 66% 89%</td>
<td>0% 0% 2% 4% 20% 74% 94%</td>
<td></td>
</tr>
<tr>
<td>Séminaires de réflexion</td>
<td>0% 1% 11% 35% 53% 87%</td>
<td>1% 2% 12% 31% 54% 85%</td>
<td>0% 0% 2% 4% 20% 74% 94%</td>
<td></td>
</tr>
<tr>
<td>Journées d'information</td>
<td>0% 0% 8% 44% 49% 92%</td>
<td>0% 1% 12% 36% 52% 88%</td>
<td>0% 0% 2% 4% 20% 74% 94%</td>
<td></td>
</tr>
<tr>
<td>Total Suisse Romande</td>
<td>0% 1% 11% 34% 54% 88%</td>
<td>1% 2% 12% 31% 54% 85%</td>
<td>1% 2% 5% 20% 74% 94%</td>
<td></td>
</tr>
</tbody>
</table>

| Organisation                       |                                     |                      |                           |              |
|------------------------------------|                                     |                      |                           |              |
| **Deutschschweiz**                 |                                     |                      |                           |              |
| Zertifizierende Angebote           | 0% 0% 0% 29% 71% 100%               | 0% 0% 0% 1% 15% 83% 99%| 0% 0% 0% 29% 71% 100%    |              |
| Seminare                           | 1% 2% 5% 19% 73% 91%                | 1% 2% 10% 30% 58% 88%| 0% 0% 0% 29% 71% 100%    |              |
| Tagungen                           | 0% 2% 16% 42% 40% 82%                | 1% 4% 16% 29% 51% 80% | 0% 0% 0% 29% 71% 100%    |              |
| Informationstagungen               | 0% 2% 12% 33% 53% 86%                | 1% 3% 11% 26% 60% 86% | 0% 0% 0% 29% 71% 100%    |              |
| Spezielles                         | 1% 1% 15% 35% 48% 83%                | 0% 4% 8% 33% 55% 88% | 0% 0% 0% 29% 71% 100%    |              |
| Total Deutschschweiz               | 0% 2% 12% 34% 51% 86%                | 1% 3% 11% 29% 56% 86% | 1% 2% 5% 20% 74% 94%     |              |
| **Suisse Romande**                 |                                     |                      |                           |              |
| Formations certifiantes            | 0% 2% 4% 20% 74% 94%                | 1% 1% 8% 21% 60% 81%  | 0% 0% 2% 4% 20% 74% 94% |              |
| Séminaires de réflexion            | 0% 0% 3% 15% 81% 96%                | 1% 3% 10% 26% 60% 87% | 0% 0% 2% 4% 20% 74% 94% |              |
| Journées d'information             | 0% 0% 0% 21% 74% 90%                | 2% 8% 31% 30% 59% 83% | 0% 0% 2% 4% 20% 74% 94% |              |
| Total Suisse Romande               | 0% 2% 3% 12% 26% 57% 83%            | 1% 4% 12% 26% 57% 83% | 1% 2% 5% 20% 74% 94%     |              |
### Deutschschweiz (DCH)

<table>
<thead>
<tr>
<th>Teilnehmende</th>
<th>Kantonale Stellenleitende/</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Zertifizierende Angebote</strong></td>
<td><strong>+</strong> + <strong>+</strong>/++</td>
</tr>
<tr>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>0%</td>
<td>0%</td>
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<tr>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>0%</td>
<td>29%</td>
</tr>
<tr>
<td>71%</td>
<td>100%</td>
</tr>
</tbody>
</table>

| **Seminare** | **+** + **+**/++ |
| 1% | 2% |
| 9% | 35% |
| 53% | 88% |

| **Tagungen** | **+** + **+**/++ |
| 0% | 2% |
| 9% | 43% |
| 47% | 89% |

| **Informationstagenungen** | **+** + **+**/++ |
| 0% | 1% |
| 6% | 27% |
| 65% | 93% |

| **Spezielles** | **+** + **+**/++ |
| 1% | 3% |
| 8% | 42% |
| 46% | 88% |

| **Gesamteindruck DCH 2019** | **+** + **+**/++ |
| 0% | 2% |
| 8% | 36% |
| 53% | 89% |
| 0% | 0% |
| 12% | 76% |
| 12% | 88% |

### Suisse Romande (CHR)

<table>
<thead>
<tr>
<th><strong>Participant-e-s</strong></th>
<th><strong>Chefs des offices cantonaux</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Formations certifiantes</strong></td>
<td><strong>+</strong> + <strong>+</strong>/++</td>
</tr>
<tr>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>0%</td>
<td>0%</td>
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<tr>
<td>15%</td>
<td>12%</td>
</tr>
<tr>
<td>73%</td>
<td>85%</td>
</tr>
</tbody>
</table>

| **Séminaires de réflexion** | **+** + **+**/++ |
| 0% | 1% |
| 11% | 35% |
| 53% | 87% |

| **Journées d'information** | **+** + **+**/++ |
| 0% | 0% |
| 0% | 0% |
| 8% | 44% |
| 49% | 92% |

| **Appréciation globale CHR 2019** | **+** + **+**/++ |
| 0% | 1% |
| 11% | 36% |
| 36% | 52% |
| 88% | 0% |
| 0% | 0% |
| 0% | 80% |
| 20% | 100% |

### Nationale Fachtagung / Journée Nationale

<table>
<thead>
<tr>
<th><strong>Gesamteindruck / Appréciation globale 2019</strong></th>
<th><strong>+</strong> + <strong>+</strong>/++</th>
</tr>
</thead>
<tbody>
<tr>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

| **Vergleich zum 2017 / Comparison avec 2017** | **+** + **+**/++ |
| 0% | 1% |
| 11% | 51% |
| 37% | 89% |

| **Vergleich zum 2015 / Comparison avec 2015** | **+** + **+**/++ |
| 4% | 9% |
| 24% | 42% |
| 21% | 63% |

| **Vergleich zum 2014 / Comparison avec 2014** | **+** + **+**/++ |
| 2% | 4% |
| 19% | 52% |
| 23% | 75% |

| **Vergleich zum 2012 / Comparison avec 2012** | **+** + **+**/++ |
| 0% | 2% |
| 14% | 60% |
| 24% | 84% |

| **Vergleich zum 2011 / Comparison avec 2011** | **+** + **+**/++ |
| 0% | 2% |
| 14% | 54% |
| 30% | 84% |

### Schweiz / Suisse

| **Gesamteindruck / Appréciation globale 2019** | **+** + **+**/++ |
| 0% | 2% |
| 9% | 36% |
| 36% | 53% |
| 89% | 0% |
| 0% | 0% |
| 2% | 34% |
| 55% | 89% |

| **Vergleich zum 2018 / Comparison avec 2018** | **+** + **+**/++ |
| 0% | 1% |
| 10% | 34% |
| 55% | 89% |

| **Vergleich zum 2017 / Comparison avec 2017** | **+** + **+**/++ |
| 1% | 3% |
| 11% | 34% |
| 51% | 85% |

| **Vergleich zum 2016 / Comparison avec 2016** | **+** + **+**/++ |
| 2% | 4% |
| 12% | 39% |
| 43% | 82% |

| **Vergleich zum 2015 / Comparison avec 2015** | **+** + **+**/++ |
| 2% | 3% |
| 12% | 39% |
| 44% | 83% |

| **Vergleich zum 2014 / Comparison avec 2014** | **+** + **+**/++ |
| 2% | 7% |
| 15% | 35% |
| 42% | 77% |