UNIVERSITY OF HELSINKI CAREER MONITORING REPORT. 2003-2012 GRADUATES.

11.06.2018

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• Basic information about the career monitoring surveys of universities in Finland
• Support for analysis: Key figures about the development of the labor market situation of higher degree holders since 2000
• University of Helsinki career monitoring report. 2003–2012 graduates:
  • Career monitoring survey respondents
  • The labor market situation of 2012 graduates 5 years after graduation
  • Key figures – 5 years after graduation (career picture, entrepreneurship, unemployment)
  • Graduates’ work and education correspondence (work-education match, satisfaction with degree).
  • Factors affecting employment and skills requirements of work.
UNIVERSITY CAREER MONITORING IN FINLAND

• Nationwide career monitoring surveys:
  • Career monitoring surveys among master’s degree holders five years after graduation,
  • after two to three years among doctoral degree holders (three years in the latest doctoral survey)
• The career monitoring group of the Aarresaari network of university career services is responsible for the surveys, while universities are responsible for utilising their own data.
• The data on the töissä.fi website is based on career monitoring surveys among master’s degree holders: https://toissa.fi/home-en-us/.
• Further information on career monitoring: https://www.aarresaari.net/career_monitoring.
• Latest survey data on master’s degree holders: graduates from 2012 (responses from 11/2017–1/2018)
• Latest survey data on doctoral degree holders: graduates from 2014 (responses from 11/2017–1/2018)
DATA COLLECTION IN CAREER MONITORING SURVEYS

• Career monitoring surveys are submitted to all individuals that belong to the target group.
• The target group of the master’s graduate career monitoring survey included all 2012 graduates with a master’s degree, a Licentiate of Medicine, Dentistry or Veterinary Medicine degree, a Bachelor of Science (Pharmacy) degree or a Bachelor of Arts (Education) degree in kindergarten teacher education.
• The doctoral degree career monitoring survey is submitted to all doctoral degree holders graduated in 2014.
• Details on the target group are collected from the national VIRTA database (which combines the data received from the student registers of Finnish universities).
• The background variables of respondents are supplemented with information gained from the student registers (major subject, degree programme, department, faculty).
• Address details are retrieved from the Population Register.
• The surveys conducted in 2017/18 were sent to the respondents by a text message (to those whose telephone number was known) or by mail (all others). Additionally, the universities distributed the survey by email to those individuals in the target group found in their alumni registers.
• The data was collected in a nationwide and central manner by Research Stats Service TUPA of the University of Tampere and CSC – the IT Centre for Science, in collaboration with the LATUA project and the career monitoring group of the Aarresaari network.
• The responses are processed confidentially and so that individual respondents cannot be identified.
DEVELOPMENT OF CAREER MONITORING ACTIVITIES AT THE UNIVERSITY OF HELSINKI IN 2015–2018

- From 2015 to 2018, the University of Helsinki took part in the national LATUA project to develop career monitoring activities at universities. The project results include the redesign of survey content and implementation, as well as the development of tools and practices for reporting and utilising results.

- As part of the national development work, the University of Helsinki has significantly contributed to the analysis, reporting and utilisation of survey results in, for example, the development of education. In the latest surveys, carried out in 2017/18, particular attention was paid to communication related to career monitoring surveys.

- At the University of Helsinki, career monitoring activities have been developed through extensive collaboration, with dozens of individuals participating from across the University. Support provided by the faculties, degree programmes, University Services units and the University leadership has been extremely important.

- Special responsibility for the development has resided in the career monitoring project group of the University of Helsinki (2016–2018), comprised of the following individuals: Eija Airio (Student Register), Eric Carver (Career Services), Aki Hagelin (Institutional Research and Analysis Unit), Tuukka Kangas (Career Services/Student Register), Svetlana Kirichenko (Institutional Research and Analysis Unit), Miika Mertanen (Career Services), Marja Peltomäki (Communications and Community Relations/Alumni Relations), Pekka Rautio (Communications), Anu Ritola (Strategic Services for Teaching) and Tarja Tuononen (Centre for University Teaching and Learning HYPE).
Reflect with foresight knowledge
1. Megatrends
2. Possible futures
3. University vision for education

Data should be analysed in a proper context:
- Development of university education, development of the economy and the labour market situation...
- Comparison with course feedback, feedback from Bachelor’s graduates, HowULearn
SUPPORT FOR ANALYSIS: BASIC INFORMATION ON LABOUR MARKET TRENDS FOR HIGHER EDUCATION GRADUATES IN THE 2000S

Eric Carver
Career counselor
University of Helsinki Career Services

In cooperation with
Heikki Taulu
Economist
Akava, The Confederation of Unions for Professional and Managerial Staff in Finland
CENTRAL FINDINGS ON LABOUR MARKET TRENDS IN 2000–2017

• The number of higher education graduates on the labour market has increased, while the number of individuals with primary education as their highest qualification has significantly declined.

• The number of bachelor level degree holders has increased the most: their number has more than doubled. At the same time the number of people with Lowest level tertiary education in the work force has decreased. This is a result of the university of applied sciences reform carried out in the early 1990s, after which lowest level tertiary degrees, or vocational college degrees, were no longer available.

• The number of doctoral degree holders has roughly doubled in the 2000s.*

• The financial crisis of 2008–2009 and the subsequent period of stagnant economic growth (2010–2015) significantly weakened the labour market and also increased unemployment among higher education graduates.

• From autumn 2016 onwards, the labour market situation has improved for all educational levels and fields of education. From that point in time, unemployment among higher education graduates has been in steep decline.

• Relatively speaking, education has paid off in all economical situations. The higher the level of education, the higher the employment rate.

• Differences in the labor market situation of different educational fields have been substantial in different economic situations. It is important to note that some fields have enjoyed full employment since 2000, irrespective of economic cycles.

**NB! The classification of Statistics Finland also includes licentiate graduates in the researcher category, with the exception of Licentiates of Medicine, Dentistry and Veterinary Medicine who are categorised as holders of a second-cycle/ Master’ level university degrees.
Higher degree holders
- Researcher level:
- Phd abd Licenciate
- Master’s level/ second cycle
  (in statistics incl. Licenciate level degrees, Doctors of Medicine, Dentistry and Veterinary)
- Bachelor level/ first cycle
- Lowest level tertiary education
  (few new degrees awarded since the Polytechic/ University of Applied Sciences reform of 1993)

Upper secondary level education

Basic education

Source of picture:
Finnish education in a nutshell
Finnish National Agency for Education
THE NUMBER OF EMPLOYED BY EDUCATION LEVEL, 2002 – 2016,
Source: Official Statistics of Finland (OSF): Employment

- Upper secondary level
- Bachelor level
- Master’s and Researcher level
- Basic education
- Lowest level tertiary education
THE WORKING AGE POPULATION OF FINLAND BY EDUCATIONAL LEVEL AND AGE GROUP IN 2016. SOURCE: STATISTICS FINLAND

- Basic education
- Upper secondary level education
- Bachelor level
- Specialist vocational qualifications
- Lowest level tertiary education
- Master’s level
- Researcher level
THE NUMBER OF HIGHER DEGREE HOLDERS IN THE WORK FORCE
2002-2016, SOURCE: STATISTICS FINLAND

- Bachelor level
- Master’s level
- PhD level
- Licenciate level

Right scale: PhD level
Licenciate level
WORK FORCE FOR DIFFERENT DEGREE HOLDERS
2002-2016.
SOURCE: STATISTICS FINLAND

- Master of Science in Technology
- Master of Science, Economics
- Master of Arts (Humanities)
- Master of Arts (Education)
- Master of Science (Natural Sciences)
- Master of Social Sciences
- PhD (all fields)
- Licentiate of Medicine
- Master of Laws
- Bachelor of Arts (Early childhood ed.)
- Master of Arts (Art, Music, Theater.)
- Master of Science (Agric. & Forestry)
- Master of Theology
- Licentiate of Dentistry
- Bachelor of Science in Pharmacy
- Master of Science in Architecture
EMPLOYMENT RATE BY EDUCATION LEVEL, 18-64-YEAR-OLDS, %

SOURCE: STATISTICS FILAND

- PhD Level
- Master’s level
- Bachelor level
- Lowest level tertiary education
- All total
- Upper secondary level
- Basic level
THE SHARE OF THE UNEMPLOYED FROM WORK FORCE
BY DEGREE, 2003 - 2017, %
SOURCES: STATISTICS FINLAND, EMPLOYMENT, THE MINISTRY OF ECONOMIC AFFAIRS AND EMPLOYMENT (TEM), EMPLOYMENT SERVICE STATISTICS. 12 MONTH AVERAGE FROM THE NUMBER OF UNEMPLOYED. CALCULATION: AKAVA.
UNIVERSITY OF HELSINKI CAREER MONITORING REPORT


Eric Carver & Svetlana Kirichenko
University of Helsinki Career Services
& Institutional Research and Analysis Unit
Structure and Content of the Report

- This report focuses on the latest career monitoring survey conducted from November 2017 to January 2018.
- The survey was send to all who completed a Master’s level degree or a Bachelor level degree in Pharmacy or Early childhood education in University of Helsinki during the year 2012.
- In addition this report uses data from previous surveys (2003-2011 graduates surveyed 5 years after graduation).
- The breakdown into faculties is based on the faculty structure in 2017. Consequently, some majors have been moved retroactively to their current faculties (Psychology and Logopaedics to Faculty of Medicine, Phonetics and Cognitive Science to Faculty of Arts).
- NB! In this report, the survey results of graduates of pharmacy and early childhood education are included in the result of their faculties, even though they are bachelor level degree holders.
- This report focuses on comparing results between faculties.
- Survey response rates vary significantly by faculty; the lowest rate is 29% and the highest 52%.
<table>
<thead>
<tr>
<th>Year of graduation (survey conducted)</th>
<th>Faculty of Biological Environmental Sciences</th>
<th>Faculty of Veterinary Medicine</th>
<th>Faculty of Pharmacy</th>
<th>Faculty of Medicine</th>
<th>Faculty of Science</th>
<th>Faculty of Agriculture and Forestry</th>
<th>University total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003 (2008)</td>
<td>83 (71 %)</td>
<td>33 (56 %)</td>
<td>131 (53 %)</td>
<td>116 (63 %)</td>
<td>149 (58 %)</td>
<td>117 (53 %)</td>
<td>1478 (56 %)</td>
</tr>
<tr>
<td>2005 (2010)</td>
<td>72 (52 %)</td>
<td>30 (63 %)</td>
<td>104 (55 %)</td>
<td>96 (54 %)</td>
<td>153 (53 %)</td>
<td>83 (43 %)</td>
<td>1305 (51 %)</td>
</tr>
<tr>
<td>2007 (2012)</td>
<td>69 (48 %)</td>
<td>26 (63 %)</td>
<td>100 (47 %)</td>
<td>110 (49 %)</td>
<td>170 (53 %)</td>
<td>107 (51 %)</td>
<td>1425 (50 %)</td>
</tr>
<tr>
<td>2009 (2014)</td>
<td>29 (54 %)</td>
<td>32 (53 %)</td>
<td>70 (40 %)</td>
<td>75 (38 %)</td>
<td>72 (42 %)</td>
<td>40 (44 %)</td>
<td>794 (45 %)</td>
</tr>
<tr>
<td>2011 (2016)</td>
<td>39 (36 %)</td>
<td>21 (55 %)</td>
<td>47 (26 %)</td>
<td>63 (30 %)</td>
<td>120 (44 %)</td>
<td>75 (39 %)</td>
<td>917 (38 %)</td>
</tr>
<tr>
<td>2012 (2017)</td>
<td>65 (52%)</td>
<td>21 (47%)</td>
<td>71 (32%)</td>
<td>68 (32%)</td>
<td>131 (42%)</td>
<td>86 (38%)</td>
<td>1109 (40%)</td>
</tr>
<tr>
<td>Total</td>
<td>357</td>
<td>163</td>
<td>523</td>
<td>528</td>
<td>795</td>
<td>508</td>
<td>7028</td>
</tr>
</tbody>
</table>
## NUMBER AND RESPONSE PERCENTAGE OF RESPONDENTS 2/2

<table>
<thead>
<tr>
<th>Year of graduation (survey conducted)</th>
<th>Faculty of Arts</th>
<th>Faculty of Educational Sciences</th>
<th>Faculty of Law</th>
<th>Faculty of Theology</th>
<th>Faculty of Social Sciences</th>
<th>University total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003 (2008)</td>
<td>261 (51 %)</td>
<td>243 (63 %)</td>
<td>110 (50 %)</td>
<td>62 (56 %)</td>
<td>173 (52 %)</td>
<td>1478 (56 %)</td>
</tr>
<tr>
<td>2005 (2010)</td>
<td>217 (50 %)</td>
<td>187 (51 %)</td>
<td>90 (45 %)</td>
<td>85 (52 %)</td>
<td>188 (53 %)</td>
<td>1305 (51 %)</td>
</tr>
<tr>
<td>2007 (2012)</td>
<td>244 (49 %)</td>
<td>216 (52 %)</td>
<td>111 (42 %)</td>
<td>85 (50 %)</td>
<td>187 (54 %)</td>
<td>1425 (50 %)</td>
</tr>
<tr>
<td>2009 (2014)</td>
<td>149 (47 %)</td>
<td>115 (48 %)</td>
<td>76 (42 %)</td>
<td>43 (43 %)</td>
<td>93 (48 %)</td>
<td>794 (45 %)</td>
</tr>
<tr>
<td>2011 (2016)</td>
<td>162 (41 %)</td>
<td>119 (39 %)</td>
<td>82 (34 %)</td>
<td>52 (42 %)</td>
<td>137 (41 %)</td>
<td>917 (38 %)</td>
</tr>
<tr>
<td>2012 (2017)</td>
<td>214 (43%)</td>
<td>176 (46%)</td>
<td>68 (29%)</td>
<td>65 (42%)</td>
<td>144 (40%)</td>
<td>1109 (40%)</td>
</tr>
<tr>
<td>Total</td>
<td>1247</td>
<td>1056</td>
<td>537</td>
<td>392</td>
<td>922</td>
<td>7028</td>
</tr>
</tbody>
</table>
NUMBER OF RESPONDENTS, GRADUATES 2012, FIVE YEARS AFTER GRADUATION FROM UNIVERSITY OF HELSINKI (N 1109). RESPONSE ACTIVITY PER GENDER AND NATIONALITY (%).

Gender (%)
- Male: 24.9%
- Female: 75.1%

Nationality (%)
- FIN: 97.7%
- Other: 2.3%
The labor market situation of 2012 graduates 5 years after graduation

- Employed 91% unemployed 3% ja outside of the work force 6%
- Share of employed from work force 97%
- Most important employers
  - Companies together 31%*
  - Municipality 29%
  - Universities 11%
  - Organizations, foundations, and similar (3rd sector) 11%
- Most common main nature of work duties:
  - Teaching or education 22%
  - Research 15%
  - Customer or patient work 15%
- The median monthly income 3500.

*Big companies (over 250 employees) and small and medium sized companies (under 250 employees) are reported separately in this report.
## SITUATION OF 2012 GRADUATES AT THE TIME OF SURVEY IN 2017/18

<table>
<thead>
<tr>
<th>Share of respondents %</th>
<th>University of Helsinki (N 1109)</th>
<th>All universities (N 5432)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent full-time job</td>
<td>55</td>
<td>63</td>
</tr>
<tr>
<td>Fixed-term full-time job</td>
<td>18</td>
<td>16</td>
</tr>
<tr>
<td>Part-time job</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Independent entrepreneur/self-employed/freelancer (with your own business ID)</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Several employment relationships in parallel (working with a tax card)</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Working with a grant</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Family leave (from an employment relationship)</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>Subsidised employment/practical training</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total (employed)</strong></td>
<td><strong>91</strong></td>
<td><strong>92</strong></td>
</tr>
<tr>
<td>Unemployed job seeker</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Labour force training or similar</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total (unemployed)</strong></td>
<td><strong>3</strong></td>
<td><strong>3</strong></td>
</tr>
<tr>
<td>Full-time studies (leading to a degree or grade)</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Family leave (no employment relationship)</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Outside the labour force (military service, etc.)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total (out from the work force)</strong></td>
<td><strong>6</strong></td>
<td><strong>5</strong></td>
</tr>
</tbody>
</table>

### Share of employed and unemployed from work force at the time of the survey,

<table>
<thead>
<tr>
<th>University of Helsinki (N 1038)</th>
<th>All universities (N 5165)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>Unemployed</td>
</tr>
<tr>
<td>97%</td>
<td>3%</td>
</tr>
<tr>
<td>97%</td>
<td>3%</td>
</tr>
<tr>
<td>Employment Status</td>
<td>Faculty of Biological and Environmental Sciences (N=64)</td>
</tr>
<tr>
<td>--------------------------------------------------------------</td>
<td>----------------------------------------------------------</td>
</tr>
<tr>
<td>Permanent full-time job</td>
<td>26.2%</td>
</tr>
<tr>
<td>Fixed-term full-time job</td>
<td>34.4%</td>
</tr>
<tr>
<td>Part-time job</td>
<td>3.1%</td>
</tr>
<tr>
<td>Independent entrepreneur/self-employed/freelancer</td>
<td>0.0%</td>
</tr>
<tr>
<td>Several employment relationships in parallel (working with a tax card)</td>
<td>1.6%</td>
</tr>
<tr>
<td>Working on a grant</td>
<td>4.7%</td>
</tr>
<tr>
<td>Family leave (from an employment relationship)</td>
<td>7.8%</td>
</tr>
<tr>
<td>Subsidised employment/practical training</td>
<td>1.6%</td>
</tr>
<tr>
<td>Total (employed)</td>
<td>79.7%</td>
</tr>
<tr>
<td>Unemployed job seeker</td>
<td>3.1%</td>
</tr>
<tr>
<td>Labour force training or similar</td>
<td>0.0%</td>
</tr>
<tr>
<td>Total (unemployed)</td>
<td>3.1%</td>
</tr>
<tr>
<td>Full-time studies (leading to a degree or grade)</td>
<td>10.9%</td>
</tr>
<tr>
<td>Family leave (no employment relationship)</td>
<td>3.1%</td>
</tr>
<tr>
<td>Outside the labour force (military service, etc.)</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other</td>
<td>3.1%</td>
</tr>
<tr>
<td>Total (out from the work force)</td>
<td>17.1%</td>
</tr>
</tbody>
</table>
Labor market situation at the time of the survey, graduates 2012, five years after graduation: employed, unemployed and outside the labour force by faculty, % (N=1107)

- Faculty of Biological and Environmental Sciences (N=64): 79.7% employed, 3.1% unemployed, 0.0% out of work force
- Faculty of Veterinary Medicine (N=21): 100.0% employed, 0.0% unemployed, 0.0% out of work force
- Faculty of Pharmacy (N=71): 94.4% employed, 5.6% unemployed, 0.0% out of work force
- Faculty of Arts (N=213): 88.3% employed, 9.8% unemployed, 2.1% out of work force
- Faculty of Educational Sciences (N=176): 89.8% employed, 4.5% unemployed, 0.0% out of work force
- Faculty of Medicine (N=68): 94.1% employed, 0.8% unemployed, 0.0% out of work force
- Faculty of Science (N=131): 91.6% employed, 4.7% unemployed, 0.0% out of work force
- Faculty of Agriculture and Forestry (N=86): 90.7% employed, 10.0% unemployed, 0.0% out of work force
- Faculty of Law (N=68): 100.0% employed, 0.0% unemployed, 0.0% out of work force
- Faculty of Theology (N=65): 80.0% employed, 4.6% unemployed, 15.4% out of work force
- Faculty of Social Sciences (N=114): 95.8% employed, 2.1% unemployed, 2.1% out of work force

Legend:
- Yellow: Employed
- Light Blue: Unemployed
- Green: Out of work force
Employer sector, graduates 2012, five years after graduation, University of Helsinki and all the universities of Finland, (%)

- Municipality or joint municipal authority: University of Helsinki (N 1063), All universities (N 5252), Difference percentage points.
- State: University of Helsinki (N 1063), All universities (N 5252), Difference percentage points.
- Large company (250 or more employees): University of Helsinki (N 1063), All universities (N 5252), Difference percentage points.
- Small or medium-sized company: University of Helsinki (N 1063), All universities (N 5252), Difference percentage points.
- My own company/self-employed: University of Helsinki (N 1063), All universities (N 5252), Difference percentage points.
- Organisation, foundation or similar: University of Helsinki (N 1063), All universities (N 5252), Difference percentage points.
- University: University of Helsinki (N 1063), All universities (N 5252), Difference percentage points.
- University of applied sciences: University of Helsinki (N 1063), All universities (N 5252), Difference percentage points.
- Other employer: University of Helsinki (N 1063), All universities (N 5252), Difference percentage points.
Employer sector, graduates 2012, five years after graduation, Viikki campus share of respondents (%)
Employer sector, graduates 2012, five years after graduation, Kumpula and Meilahti campuses, share of respondents (%)
Employer sector, graduates 2012, five years after graduation, Central campus, share of respondents (%)

University of Helsinki, 2012 (N=1045)
- Municipality or joint municipal authority: 11.1%
- State: 29.0%
- Large company (250 or more employees): 10.9%
- Small or medium-sized company (fewer than 250 employees): 11.2%
- My own company/self-employed: 17.2%
- Organisation, foundation or similar: 13.8%
- University: 9.8%
- University of applied sciences: 2.5%
- Other employer: 1.7%

Faculty of Arts (N=203)
- Municipality or joint municipal authority: 17.7%
- State: 28.1%
- Large company (250 or more employees): 11.3%
- Small or medium-sized company (fewer than 250 employees): 13.3%
- My own company/self-employed: 9.9%
- Organisation, foundation or similar: 8.9%
- University: 2.5%
- University of applied sciences: 0.6%
- Other employer: 0.4%

Faculty of Educational Sciences (N=168)
- Municipality or joint municipal authority: 11.3%
- State: 69.0%
- Large company (250 or more employees): 6.5%
- Small or medium-sized company (fewer than 250 employees): 7.7%
- My own company/self-employed: 0.6%
- Organisation, foundation or similar: 5.4%
- University: 3.0%
- University of applied sciences: 0.3%
- Other employer: 0.2%

Faculty of Law (N=67)
- Municipality or joint municipal authority: 34.3%
- State: 32.8%
- Large company (250 or more employees): 14.9%
- Small or medium-sized company (fewer than 250 employees): 9.0%
- My own company/self-employed: 3.0%
- Organisation, foundation or similar: 1.5%
- University: 9.0%
- University of applied sciences: 4.5%
- Other employer: 1.5%

Faculty of Theology (N=58)
- Municipality or joint municipal authority: 31.0%
- State: 17.2%
- Large company (250 or more employees): 17.2%
- Small or medium-sized company (fewer than 250 employees): 13.8%
- My own company/self-employed: 3.4%
- Organisation, foundation or similar: 6.9%
- University: 1.7%
- University of applied sciences: 0.7%
- Other employer: 4.2%

Faculty of Social Sciences (N=142)
- Municipality or joint municipal authority: 9.2%
- State: 17.6%
- Large company (250 or more employees): 16.9%
- Small or medium-sized company (fewer than 250 employees): 19.0%
- My own company/self-employed: 13.4%
- Organisation, foundation or similar: 13.4%
- University: 2.1%
- University of applied sciences: 1.7%
- Other employer: 4.2%
Main nature of duties at the time of the survey, graduates 2012, five years after graduation, University of Helsinki and all universities in Finland, share of respondents (%)
The Nature of the Duties, graduates 2012, five years after graduation, Viikki campus, share of respondents (%)
The Nature of the Duties, graduates 2012, five years after graduation, Kumpula and Meilahti campuses, share of respondents (%)
The Nature of the Duties, graduates 2012, five years after graduation, Central campus, share of respondents (%)
Gross income per month (€) at the time of survey, graduates 2003-2012, University of Helsinki and all universities in Finland, share of respondents (%)
Average gross salary or monthly income (including regular allowances, taxable value of fringe benefits and overtime pay), graduates 2012, 5 years after graduation by faculty, €

- University of Helsinki (N=811)
- Faculty of Social Sciences (N=110)
- Faculty of Theology (N=48)
- Faculty of Law (N=63)
- Faculty of Agriculture and Forestry (N=60)
- Faculty of Science (N=102)
- Faculty of Medicine (N=51)
- Faculty of Educational Sciences (N=122)
- Faculty of Arts (N=154)
- Faculty of Pharmacy (N=48)
- Faculty of Veterinary Medicine (N=14)
- Faculty of Biological and Environmental Sciences (N=39)

Salary ranges:
- Under 2500
- 2500-2999
- 3000-3499
- 3500-3999
- 4000-4499
- 4499-4999
- 5000-5499
- Over 5500
The median monthly income, graduates 2012, five years after graduation, by faculty (€)

- Faculty of Medicine (N=51) - 5000
- Faculty of Law (N=63) - 4700
- Faculty of Veterinary Medicine (N=14) - 4600
- Faculty of Science (N=102) - 3750
- Faculty of Social Sciences (N=110) - 3660
- Faculty of Agriculture and Forestry (N=60) - 3600
- University of Helsinki (N=811) - 3500
- Faculty of Pharmacy (N=48) - 3250
- Faculty of Biological and Environmental Sciences (N=39) - 3220
- Faculty of Arts (N=154) - 3100
- Faculty of Theology (N=48) - 3075
- Faculty of Educational Sciences (N=122) - 3000
KEY FIGURES – 5 YEARS AFTER GRADUATION

• Which of the following options best describes your career so far?
  • Working for several different employers or temporary jobs or assignments or working with a grant. Not many breaks 39%.
  • Continuously working for the same employer or as an entrepreneur since graduation 34%.
  • Changing employers or duties, with breaks, studies or periods of unemployment in between. 15%.
  • 34% have been unemployed after graduation
  • 21%. Have worked as an entrepreneur or been self-employed or a freelancer after graduation
Options that best describe the graduate careers. Graduates 2012, University of Helsinki vs all universities in Finland, share of respondents (%)

- Continuously working for the same employer or as an entrepreneur since graduation: 33.7%
  - University of Helsinki (N 1102)
  - All universities (N 5413)
  - Difference percentage points: -4.8%

- Working for several different employers, temporary jobs or assignments or working with a grant. Not many breaks: 38.7%
  - University of Helsinki (N 1102)
  - All universities (N 5413)
  - Difference percentage points: 2.0%

- Changing employers and duties, with breaks, studies or periods of unemployment in between: 14.9%
  - University of Helsinki (N 1102)
  - All universities (N 5413)
  - Difference percentage points: 1.1%

- Unemployment alternating with occasional temporary jobs, practical training and contract or freelance work: 1.4%
  - University of Helsinki (N 1102)
  - All universities (N 5413)
  - Difference percentage points: -0.4%

- Mainly outside the labour force: for example, studies and/or parental leave for most of the time: 4.2%
  - University of Helsinki (N 1102)
  - All universities (N 5413)
  - Difference percentage points: 1.6%

- Other: 7.3%
  - University of Helsinki (N 1102)
  - All universities (N 5413)
  - Difference percentage points: 0.4%
Options that best describe the graduate careers, graduates 2012, by faculty (N=1102)

<table>
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<td>7,3%</td>
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</tbody>
</table>

- Continuously working for the same employer or as an entrepreneur since graduation
- Working for several different employers, temporary jobs or assignments or working with a grant. Not many breaks
- Changing employers and duties, with breaks, studies or periods of unemployment in between
- Unemployment alternating with occasional temporary jobs, practical training and contract or freelance work
- Mainly outside the labour force: for example, studies and/or parental leave for most of the time
- Other
Has worked as an entrepreneur or a freelancer or been self-employed after graduation, graduates 2012, University of Helsinki vs all the Finnish universities, share of respondents (%)

- Yes; most/all of my income comes from work carried out as an entrepreneur/freelancer
  - University of Helsinki (N 1091): 79%
  - All universities (N 5357): 76%
  - Difference: 3%

- Yes; most/all of my income used to come from work carried out as an entrepreneur/freelancer, but I am now in an employment relationship.
  - University of Helsinki (N 1091): 3%
  - All universities (N 5357): 2%
  - Difference: 1%

- Yes; I occasionally have (had) assignments/freelance jobs, but they are not my main source of income, since I also have a regular job
  - University of Helsinki (N 1091): 15%
  - All universities (N 5357): 17%
  - Difference: -2%

- Yes; I have assignment/freelance jobs, but they do not provide me with sufficient income, and I do not have a regular job
  - University of Helsinki (N 1091): 3%
  - All universities (N 5357): 1%
  - Difference: 2%
Has worked as an entrepreneur or a freelancer or been self-employed after graduation, graduates 2012, by faculty (%)

- Faculty of Veterinary Medicine: 90.0%
- Faculty of Arts: 33.3%
- Faculty of Theology: 23.4%
- Faculty of Agriculture and Forestry: 22.4%
- Faculty of Social Sciences: 21.7%
- University of Helsinki: 21.1%
- Faculty of Medicine: 20.6%
- Faculty of Law: 14.9%
- Faculty of Biological and Environmental Sciences: 14.5%
- Faculty of Science: 14.3%
- Faculty of Educational Sciences: 11.4%
- Faculty of Pharmacy: 8.5%
Has worked as an entrepreneur or a freelancer or been self-employed after graduation, graduates 2003-2012, University of Helsinki, % (N=6853)
Has worked as an entrepreneur or a freelancer or been self-employed after graduation, graduates 2003-2012, by faculty (N=6847), Kumpula, Meilahti and Viikki campuses

- Faculty of Biological and Environmental Sciences (N=348)
- Faculty of Veterinary Medicine (N=159)
- Faculty of Pharmacy (N=513)
- Faculty of Medicine (N=523)
- Faculty of Science (N=780)
- Faculty of Agriculture and Forestry (N=498)
- University of Helsinki (N=6847)

Chart showing percentage of graduates working as entrepreneurs or freelancers each year from 2003 to 2012, with linear regression lines for different faculties.
Has worked as an entrepreneur or a freelancer or been self-employed after graduation, graduates 2003-2012, by faculty (N=6847), Kumpula, Meilahti ja Viikki (without Faculty of Veterinary Medicine)
Has worked as an entrepreneur or a freelancer or been self-employed after graduation, graduates 2003-2012, by faculty (N=6847), Central campus
HAS BEEN AWAY FROM THE WORKING LIFE SINCE GRADUATION DUE TO UNEMPLOYMENT (INCL. LAYOFFS), UNIVERSITY OF HELSINKI, GRADUATES 2003-2012, % (N=6668)
HAS BEEN AWAY FROM THE WORKING LIFE SINCE GRADUATION DUE TO UNEMPLOYMENT (INCL. LAYOFFS), UNIVERSITY OF HELSINKI, GRADUATES 2003-2012, BY FACULTY, % (N=6668)
GRADUATES’ WORK AND EDUCATION CORRESPONDENCE

• The requirements of current job correspond well with academic qualifications: 84%*
• The skills and knowledge learned at the university can be applied well in their current job: 85%*
• The studies equipped sufficiently for the working life 66%*
• Satisfied with the degree in terms of career 83%*
• Satisfaction with the degree in terms of career has been surveyed in the same way since the year 2008, when the survey was sent to 2003 graduates. The share of respondents who have been satisfied with the degree in the terms of career has been between 82-85% at the university level. The share of satisfied respondents vary considerably by faculty.

*This calculation is a total share of all 4-6 responses (slightly satisfied, satisfied, very satisfied; slightly agree, agree, fully agree)
The requirements of current job correspond well with academic qualifications, graduates 2012, University of Helsinki vs all universities in Finland, (%)
The requirements of current job correspond well with academic qualifications, graduates 2012, by faculty (%)

- Faculty of Biological and Environmental Sciences (N 60)
- Faculty of Veterinary Medicine (N 21)
- Faculty of Pharmacy (N 70)
- Faculty of Arts (N 205)
- Faculty of Educational Sciences (N 168)
- Faculty of Medicine (N 66)
- Faculty of Science (N 127)
- Faculty of Agriculture and Forestry (N 84)
- Faculty of Law (N 68)
- Faculty of Theology (N 59)
- Faculty of Social Sciences (N 143)
- University of Helsinki (N 1070)

- fully disagree
- disagree
- slightly disagree
- slightly agree
- agree
- fully agree
The requirements of current job correspond well with academic qualifications, graduates 2012, by faculty, share of 4-6 answers, (%)
The skills and knowledge I learned at the university can be applied well in my current job graduates 2012, University of Helsinki vs all universities of Finland, share of respondents (%)
How well graduates can apply the knowledge and skill learned at the university at survey time work, graduates 2012, by faculty

- University of Helsinki (N 1075)
- Faculty of Social Sciences (N 142)
- Faculty of Theology (N 60)
- Faculty of Law (N 88)
- Faculty of Agriculture and Forestry (N 84)
- Faculty of Science (N 127)
- Faculty of Medicine (N 66)
- Faculty of Educational Sciences (N 170)
- Faculty of Arts (N 207)
- Faculty of Pharmacy (N 70)
- Faculty of Veterinary Medicine (N 21)
- Faculty of Biological and Environmental Sciences (N 60)
Graduates that can apply the knowledge and skill learned at the university well at survey time work, graduates 2012, by faculty, share of 4-6 answers (%)
The studies equipped graduates sufficiently for the working life, graduates 2012, by faculty, University of Helsinki vs all universities in Finland, share of respondents (%)
The studies equipped graduates sufficiently for the working life, graduates 2012, by faculty share of 4-6 answers (%)

- Faculty of Veterinary Medicine (N 21): 86%
- Faculty of Medicine (N 68): 85%
- Faculty of Pharmacy (N 71): 85%
- Faculty of Agriculture and Forestry (N 85): 76%
- Faculty of Science (N 131): 75%
- Faculty of Law (N 68): 71%
- Faculty of Educational Sciences (N 175): 70%
- University of Helsinki (N 1102): 66%
- Faculty of Biological and Environmental Sciences (N 65): 57%
- Faculty of Theology (N 65): 57%
- Faculty of Social Sciences (N 143): 54%
- Faculty of Arts (N 210): 53%
Overall satisfaction with the degree completed in 2012 in terms of career.
Graduates 2012, University of Helsinki vs all universities in Finland, share of respondents (%)
Overall satisfaction with the degree completed in 2012 in terms of career. Graduates 2012, by faculty (%)
Satisfied with the degree completed in 2012 in terms of career.
Graduates 2012, by faculty, share of 4-6 answers (%)

- Faculty of Medicine (N 68): 94%
- Faculty of Pharmacy (N 71): 92%
- Faculty of Law (N 68): 91%
- Faculty of Veterinary Medicine (N 21): 90%
- Faculty of Educational Sciences (N 175): 87%
- Faculty of Science (N 131): 86%
- Faculty of Agriculture and Forestry (N 86): 85%
- University of Helsinki (N 1101): 83%
- Faculty of Social Sciences (N 142): 82%
- Faculty of Theology (N 63): 78%
- Faculty of Arts (N 211): 73%
- Faculty of Biological and Environmental Sciences (N 65): 68%
Satisfied with the degree in terms of career, graduates 2003-2012, Central campus by faculty, share 4-6 answers (%)
## WORK AND EDUCATION CORRESPONDENCE, 2012 GRADUATES BY FACULTY

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<thead>
<tr>
<th>Faculty of Biological and Environmental Sciences (N 60)</th>
<th>78 %</th>
<th>83 %</th>
<th>57 %</th>
<th>68 %</th>
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</thead>
<tbody>
<tr>
<td>Faculty of Veterinary Medicine (N 21)</td>
<td>90 %</td>
<td>95 %</td>
<td>86 %</td>
<td>90 %</td>
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<td>Faculty of Pharmacy (N 70)</td>
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<tr>
<td>Faculty of Arts (N 205)</td>
<td>76 %</td>
<td>77 %</td>
<td>53 %</td>
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<tr>
<td>Faculty of Educational Sciences (N 168)</td>
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<td>Faculty of Science (N 127)</td>
<td>83 %</td>
<td>88 %</td>
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<td>86 %</td>
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<td>Faculty of Agriculture and Forestry (N 84)</td>
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<td>85 %</td>
<td>76 %</td>
<td>85 %</td>
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<td>Faculty of Law (N 68)</td>
<td>97 %</td>
<td>88 %</td>
<td>71 %</td>
<td>91 %</td>
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<tr>
<td>Faculty of Theology (N 59)</td>
<td>86 %</td>
<td>87 %</td>
<td>57 %</td>
<td>78 %</td>
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<tr>
<td>Faculty of Social Sciences (N 143)</td>
<td>80 %</td>
<td>80 %</td>
<td>54 %</td>
<td>82 %</td>
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<tr>
<td>University of Helsinki (N 1070)</td>
<td>84 %</td>
<td>85 %</td>
<td>66 %</td>
<td>83 %</td>
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</table>

*This calculation is a total share of all 4-6 responses.
(slightly satisfied, satisfied, very satisfied; slightly agree, agree, fully agree)
FACTORS AFFECTING EMPLOYMENT AND SKILLS REQUIREMENTS OF WORK, 2012 GRADUATES

• Most important factors that have affected employment
  • Ability to tell people about your skills 81%*
  • Other work experience 67%*
  • Combination of subjects in your degree 56%*

• The most important skills required in working life:
  • The ability to learn and adopt new things
  • Self-direction/initiative.
  • Cooperation skills
  • Problem-solving skills
  • Stress tolerance

*This calculation is a total share of all 4-6 responses
4 = moderately important, 5 = important, 6 = very important
The factors that have affected employment after graduation.
Graduates 2012, (N 1061)

- Ability to tell people about your skills
- Other work experience
- Combination of subjects in your degree
- Practical training
- Contacts/networks
- Other studies or training
- International experience
- Experience relating to organisational work or hobbies
- Activity and profiling in social media

- very important
- important
- moderately important
- somewhat important
- only slightly important
- not important at all
- not applicable
The factors that have affected employment after graduation, graduates 2012, University of Helsinki (N 1061) share 4-6 answers (%)

- Ability to tell people about your skills: 81%
- Other work experience: 67%
- Combination of subjects in your degree: 56%
- Contacts/networks: 48%
- Practical training: 44%
- Other studies or training: 36%
- Experience relating to organisational work or hobbies: 24%
- International experience: 22%
- Activity and profiling in social media: 12%
## Important factors that have affected employment after graduation, Share of 4-6 answers, by faculty graduates 2012, University of Helsinki (N 1061)

<table>
<thead>
<tr>
<th>Factor</th>
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<th>Faculty of Pharmacy (N 71)</th>
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<th>University of Helsinki (N 1061)</th>
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<td>Ability to tell people about your skills</td>
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<td>80 %</td>
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<td>84 %</td>
<td>87 %</td>
<td>76 %</td>
<td>76 %</td>
<td>88 %</td>
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<td>Other work experience</td>
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<td>77 %</td>
<td>75 %</td>
<td>67 %</td>
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<td>International experience</td>
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<td>3 %</td>
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<td>34 %</td>
<td>19 %</td>
<td>21 %</td>
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<tr>
<td>Activity and profiling in social media</td>
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<td>7 %</td>
<td>10 %</td>
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<td>18 %</td>
<td>22 %</td>
<td>7 %</td>
<td>21 %</td>
<td>18 %</td>
<td>12 %</td>
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</table>
SKILL REQUIREMENTS IN WORKING LIFE AND SKILLS PRODUCED BY UNIVERSITY EDUCATION

• In terms of developing education, the most valuable part of the career monitoring surveys is the set of questions in which graduates from five years ago assess the skills produced by university education and the skills requirements in working life.

• Tuukka Kangas coded an Osaamistutka2 application in R to enable the examination of answers to skills questions by faculty and education field group. Surveys of 2003, 2005, 2007, 2009, 2011 and 2012 graduates.* (application currently in Finnish only)

• https://hyurapalvelut.shinyapps.io/osaamistutka2/

• The respondents judged that of the skills areas needed in working life, the following, among others, were well-developed at the University

  • *theoretical knowledge, Information retrieval skills, analytical and systematic thinking skills, communication in Finnish, the ability to learn and adopt new things, self-direction/initiative.*

• Of the skill areas needed in working life, the following, among others, were less well developed:

  • stress tolerance, cooperation skills, organization and coordination skills, negotiation skills, networking skills, project management skills.
The app is currently in Finnish only.

https://hyurapalvelut.shinyapps.io/osaamistutka2/
KEY OBSERVATIONS

- The labor market situation of 2012 graduates is mostly good years after graduation. The share of employed from work force is 97%.

- It is important to note, however, that the labor market turbulence in the 2010’s has had a negative impact to the early career of graduates. More than one third of graduates (34%) have been unemployed after graduation.

- The most common description for the career 5 years after graduation is working for several different employers or temporary jobs or assignments or working with a grant. Not many breaks (39%). One third (34%) have been continuously working for the same employer or as an entrepreneur since graduation.

- Over fifth (21%) of the graduates have worked as an entrepreneur or been self-employed or a freelancer after graduation. For most of these respondents this has been part-time entrepreneurship that has been done alongside/parallel to their regular employment. The phenomenon of part-time entrepreneurship seems to be on the rise.

- Graduates' work and education correspondence (work-education match, satisfaction with degree) is mainly good. The respondents think that the requirements of current job correspond well with academic qualifications (84%) and that the skills and knowledge learned at the university can be applied well in their current job (85%). The majority (83%) are satisfied with their degree in terms of career. In comparison, two-thirds (66%) think that their studies equipped them sufficiently for the working life.

- From the perspective of skills requirements of work university education has both notable strengths and weaknesses. The development of generic, transferable skills should be further strengthened in university education. It is also important to make sure that students can recognize their skills, understand the potential of their skills and that students have the ability to describe their skills when they look for work.
MAIN DEVELOPMENT TARGETS IN THE LIGHT OF CAREER MONITORING RESULTS WHICH ARE ALREADY STRONGLY INVESTED IN DURING THE UNIVERSITY OF HELSINKI’S EDUCATION PROGRAMME REFORM - AND WHICH HAVE ALSO BEEN INVESTED IN EARLIER

4. Career planning support and career skills development during studies

- Support students’ ability to conceptualise and express skills and competences and understand their potential in different jobs and sectors. These career skills become even more significant in the future.
- Career planning support in all degree departments has been included in the principles of education programming reform. University of Helsinki already integrated the teaching of career skills with studies at the previous (2004) degree programme reform.
- The alumni as mentors and coaches for students (for example as guest speakers, information interview interviewees in career courses).

3. Links with working life during study

- Traineeship as part of studies
- Project courses carried out with cooperation partners & other cooperation during studies
- Alumni activities, connection to graduates from the same field

2. Generic, transferrable skills in studies

- Transferrable skills in learning objectives and pedagogy, made visible for students
- Educational solutions that support the development of project skills and communication skills, among others
- Instead of separate “skills courses”, the most important thing is to integrate various work methods into teaching.

1. Skills based education

Clear definition of and adherence to learning objectives in education programmes, study modules and courses Pedagogy, assessment and feedback to students which is consistent and based on learning objectives.

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