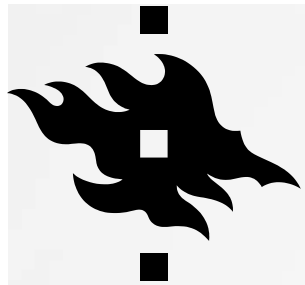


UNIVERSITY OF HELSINKI CAREER MONITORING REPORT MASTER'S GRADUATES 2003–2017

Aki Hagelin
Institutional Research and Analysis

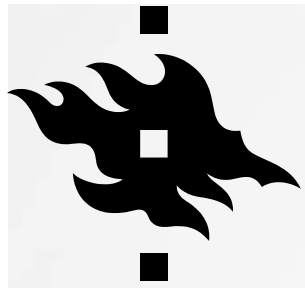
Antero Salminen
Strategic Services for Teaching

Jonas Lindholm
Institutional Research and Analysis



CONTENT

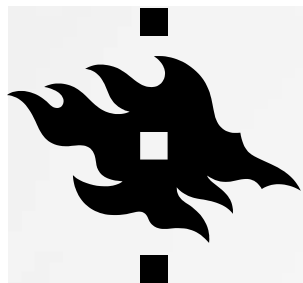
- Accessibility of the report
- Redesigned monitoring of graduates' employment at the University of Helsinki
 - **Career monitoring surveys of universities**
 - **Statistics by Statistics Finland**
 - **Report content and graphs used**
- Graduates of the University of Helsinki:
 - **Labour market situation after graduation**
 - **Employer sector, duties and salaries**
 - **Indicators concerning graduates five years after graduation**
 - **Qualitative correlation between education and employment**
 - **Satisfaction with the degree**
 - **Factors affecting employment**
 - **Labour-market skills needs and skills gained from the studies**



ACCESSIBILITY OF THE REPORT

- The graphs in the report are inaccessible. The key content of all graphs is described in the text.

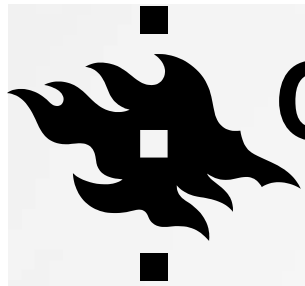
REDESIGNED MONITORING OF GRADUATES' EMPLOYMENT AT THE UNIVERSITY OF HELSINKI



The career monitoring report model of the University of Helsinki reports thematically on topics related to graduates' employment and careers after graduation, utilising both statistics from Statistics Finland and responses to the career monitoring surveys of Finnish universities.

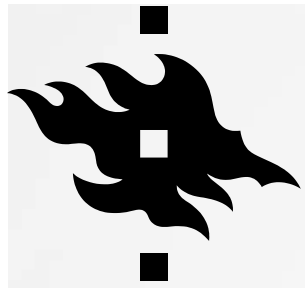
This table describes the information content of the report and the sources of the information used.

Theme	Master's graduates' career monitoring for Finnish universities (graduates from 2017, survey conducted in autumn 2022)	Statistics by Statistics Finland
Labour market situation	Five years after graduation	One, three and five years after graduation (latest data for graduates of 2020, situation in 2021) Employment one year after graduation by university (Vipunen) Ratio of entrepreneurs to employed graduates (Vipunen)
Employer sector, duties	Employer sector and primary content of duties five years after graduation	See Vipunen (status in employment)
Salary	Monthly salary five years after graduation	Mean annual income one, three and five years after graduation (latest data for graduates of 2015, situation in 2021)
Indicators concerning graduates five years after graduation	Career type Graduates with experience of unemployment Entrepreneurship/freelancing Participation in training after graduation	Degrees completed after graduation (latest data for degrees completed by the end of 2020)
Qualitative correlation between education and employment	Correspondence of job with qualifications Applicability in the current job of the skills and knowledge learned at the University Did the studies equip graduates sufficiently for working life? Satisfaction with the degree in terms of career	See Vipunen (status in employment)
Factors affecting employment	Assessment of factors affecting employment after graduation	
Labour-market skills needs and skills gained from the studies	Assessment of the skills needed in work at the time of the survey Assessment of the skills gained from the studies What skills are needed in the future?	



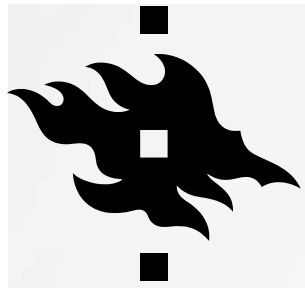
CAREER MONITORING SURVEYS OF UNIVERSITIES

- Nationwide career monitoring surveys:
 - Surveys of master's graduates five years after graduation
 - Surveys of doctoral graduates two or three years after graduation (three years in the most recent surveys)
- The career monitoring group of the Aarresaari network of university career services is responsible for the surveys, while universities are responsible for utilising their data.
- The data on the töissä.fi website are based on career monitoring: <https://toissa.fi/home-en-us/>.
- Further information on career monitoring: https://www.aarresaari.net/career_monitoring
- The latest master's career monitoring data: graduates of 2017 (responses October–December 2022)
- The latest doctoral career monitoring data: graduates of 2019 (responses October–December 2022)



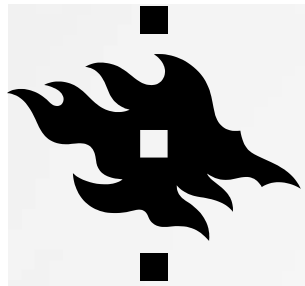
DATA COLLECTION IN CAREER MONITORING SURVEYS

- Career monitoring surveys are sent to all those in the relevant target group.
- The target group for master's career monitoring includes all master's graduates as well as all those with a Bachelor of Science (Pharmacy) degree or a Bachelor of Arts (Education) degree in early childhood (kindergarten teacher) education.
- Doctoral career monitoring surveys are sent to all those in the relevant target group.
- Information on the target group is obtained from the national VIRTATA database (which combines data from the student records of Finnish universities).
- The background variables of respondents are supplemented with information from student records (major subject, degree programme, department, faculty).
- Address details are retrieved from the Digital and Population Data Services Agency.
- The surveys were sent to respondents by SMS (if number known) or by post. Additionally, the universities distributed the survey by email to those in the target group whose details were found in alumni registers.
- The data were collected in a nationwide and central manner by Research Stats Service TUPA of Tampere University and CSC – IT Centre for Science, in collaboration with the career monitoring group of the Aarresaari career services network.
- Responses are always processed confidentially and in such a way that individual respondents cannot be identified.



RESPONSE RATE OF CAREER MONITORING SURVEYS AND REPRESENTATIVENESS OF THE DATA

- In recent years, the response rate of master's graduates' career monitoring surveys has become fixed at roughly 40% both nationally and at the University of Helsinki. The response rate in the latest survey at the University of Helsinki (autumn 2022) was 40%, showing a slight decrease from 42% in the four previous surveys. Faculty-specific response rates differ greatly.
- In a European comparison, this response rate of roughly 40% is fairly good for career monitoring surveys conducted five years after graduation. However, the response rates of career monitoring surveys conducted earlier, from 2008 to 2014, were higher than in recent years.
- The following tables describe the response rates of the University and individual faculties in different survey years. The tables present the absolute number of responses first, followed by the response rate in parentheses.
- In the survey data, women and Finnish citizens are overrepresented and men and non-Finnish citizens underrepresented. The respondent and graduate populations are compared in the table below. The unemployed may be underrepresented in the survey data.



RESPONDENTS

- Of the respondents, 74% were women (71% of graduates).
- Of the respondents, 96% were Finnish citizens (94% of graduates).
- The average age of the respondents was 31 at the time of graduation (31 for graduates).



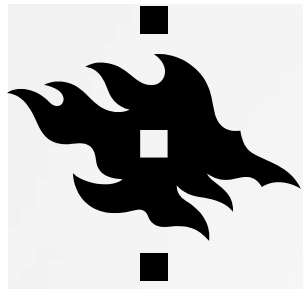
RESPONSE RATES 1/2

Year of graduation (survey year)	Biological and Environmental Sciences	Veterinary Medicine	Pharmacy	Medicine	Agriculture and Forestry	Science	University of Helsinki
2017 (2022)	42% (59/139)	52% (36/69)	31% (68/217)	35% (82/236)	42% (100/238)	42% (121/289)	41% (1,183/2,915)
2016 (2021)	44% (45/103)	57% (47/82)	34% (56/166)	35% (94/270)	45% (113/252)	43% (134/311)	42% (1,218/2,906)
2015 (2020)	50% (64/128)	45% (30/67)	32% (63/197)	45% (115/256)	41% (99/240)	42% (142/338)	42% (1,256/2,956)
2014 (2019)	44% (59/133)	44% (26/59)	34% (63/188)	32% (70/216)	43% (106/247)	45% (121/266)	42% (1,202/2,896)
2013 (2018)	58% (72/124)	42% (28/67)	34% (70/205)	38% (91/239)	43% (116/267)	42% (132/313)	42% (1,242/2,939)
2012 (2017)	52% (66/126)	47% (21/45)	32% (71/222)	32% (68/214)	38% (86/227)	42% (131/311)	40% (1,109/2,779)
2011 (2016)	36% (39/109)	55% (21/38)	26% (47/180)	30% (63/208)	39% (75/190)	44% (120/271)	38% (917/2,399)
2009 (2014)	54% (29/54)	53% (32/60)	40% (70/175)	38% (75/198)	45% (40/88)	42% (72/171)	45% (794/1,782)
2007 (2012)	48% (69/143)	63% (26/41)	47% (100/211)	49% (110/223)	51% (107/208)	53% (170/322)	50% (1,426/2,846)
2005 (2010)	53% (72/137)	62% (30/48)	55% (104/189)	54% (96/177)	43% (83/194)	53% (153/289)	51% (1,305/2,566)
2003 (2008)	71% (83/117)	56% (33/59)	53% (131/245)	63% (116/184)	53% (117/221)	58% (149/255)	56% (1,478/2,645)

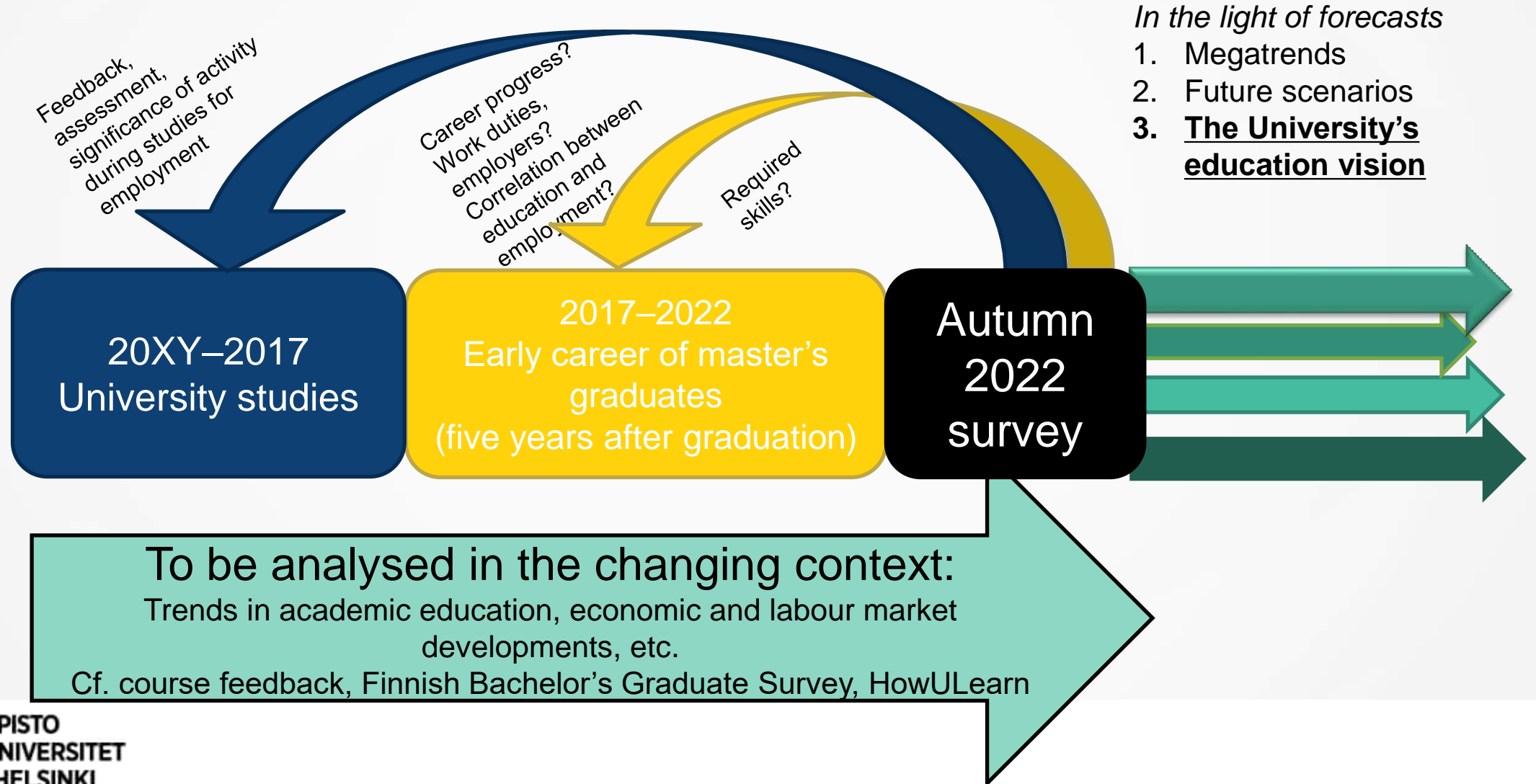


RESPONSE RATES 2/2

Year of graduation (survey year)	Arts	Educational Sciences	Law	Theology	Social Sciences	University of Helsinki
2017 (2022)	45% (210/467)	39% (171/441)	35% (97/278)	40% (65/163)	46% (174/378)	41% (1,183/2,915)
2016 (2021)	45% (240/532)	41% (149/361)	31% (88/287)	42% (62/147)	48% (190/395)	42% (1,218/2,906)
2015 (2020)	42% (202/483)	43% (180/416)	33% (86/264)	46% (80/173)	49% (195/394)	42% (1,256/2,956)
2014 (2019)	47% (248/523)	41% (169/415)	28% (77/273)	45% (80/177)	46% (183/399)	42% (1,202/2,896)
2013 (2018)	42% (239/570)	46% (169/369)	34% (89/264)	42% (70/168)	47% (166/353)	42% (1,242/2,939)
2012 (2017)	43% (214/495)	45% (175/386)	29% (68/236)	42% (65/153)	40% (144/364)	40% (1,109/2,779)
2011 (2016)	40% (162/407)	39% (119/304)	34% (82/238)	42% (52/123)	41% (137/331)	38% (917/2,399)
2009 (2014)	47% (149/320)	48% (115/238)	42% (76/183)	43% (43/100)	48% (93/195)	45% (794/1,782)
2007 (2012)	48% (244/508)	52% (216/412)	43% (112/263)	50% (85/169)	54% (187/346)	50% (1,426/2,846)
2005 (2010)	48% (217/450)	51% (187/365)	45% (90/199)	52% (85/162)	53% (188/356)	51% (1,305/2,566)
2003 (2008)	51% (261/515)	63% (243/388)	50% (110/219)	56% (62/111)	52% (173/331)	56% (1,478/2,645)

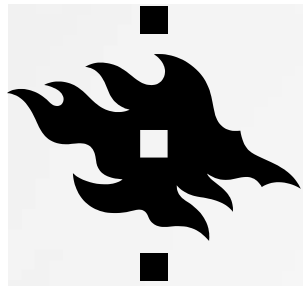


USE OF CAREER MONITORING IN THE DEVELOPMENT OF EDUCATION (E.G., MASTER'S CAREER MONITORING)



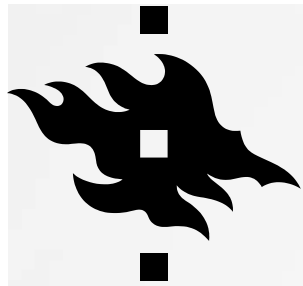
In the light of forecasts

1. Megatrends
2. Future scenarios
3. **The University's education vision**



STATISTICS BY STATISTICS FINLAND

- **This report focuses on statistics by Statistics Finland on the employment of graduates from 2007 to 2020. The data cover the statistical years 2008–2021.**
- Every year, the University of Helsinki purchases statistics from Statistics Finland on the employment, salaries and continuing education of graduates of the University. The reporting on the statistics by Statistics Finland uses the same classification as the reporting on the responses to career monitoring surveys.
- Description of the ‘Transition from school to further education and work’ statistics (Statistics Finland, <https://www.stat.fi/en/statistics/documentation/sijk>)
 - The statistics examine the employment, transition to further studies and regional placement of attainers of qualifications in the year following graduation. The activity is described at the end of a certain year according to employment, unemployment, studies, conscription service or other activity.
 - Statistics Finland's individual-based Register of Completed Education and Degrees, employment and student data as well as population data are used in the production of the statistics. The data of the employment statistics have been produced by utilising existing administrative register data. The release of the statistics is compiled from the final data of the employment statistics from the statistical year 2021 and the main type of activity variable, which describes the situation in the last week of the statistical reference year. In the past, preliminary data was used.
- The results of career monitoring surveys and the transition statistics of Statistics Finland are partly available in the [Vipunen](#) – Education Statistics Finland portal. The classification used for reporting in Vipunen differs to some extent from that used by the University of Helsinki.



CAREER MONITORING AT THE UNIVERSITY OF HELSINKI

- The University of Helsinki uses the data obtained from career monitoring surveys and the employment statistics of Statistics Finland, for example, to develop education, guide and supervise students, provide career counselling, and conduct research.
- Since 2016, career monitoring and the tracking of graduates' employment have been conducted at the University through cooperation between several units. Career Services was previously responsible for coordinating the surveys, but this responsibility shifted to Strategic Services for Teaching in early 2019.
- Composition of the University's project group for career monitoring in the 2022–2023 academic year:

Aki Hagelin, Institutional Research and Analysis

Miia Hankonen, Strategic Services for Teaching

Suvi Holttinen, Communications

Heini Hult-Miekkavaara, Career Services

Kirsi Korpiaho, Research Services

Jonas Lindholm, Institutional Research and Analysis

Elina Raukko, Communications

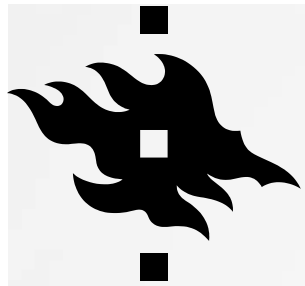
Asmara Riaz, Career Services

Antero Salminen, Strategic Services for Teaching (group leader)

Kati Salmivaara, Communications

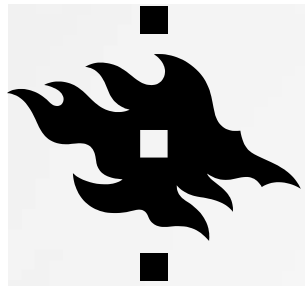
Tarja Tuononen, Centre for University Teaching and Learning (HYPE)

Minnis Vierikko, alumni relations



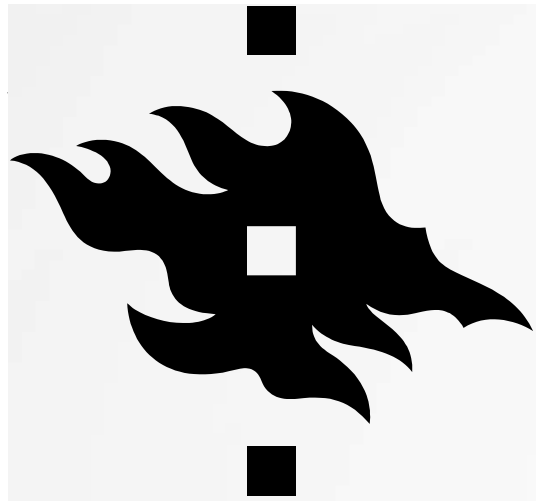
ABOUT THE REPORT CONTENT

- The report focuses on the results of the latest career monitoring survey conducted in the autumn of 2022.
- The target group of the nationwide survey consisted of the master's graduates of 2017 and those who completed a Bachelor of Science (Pharmacy) degree or a Bachelor of Arts (Education) degree in early childhood (kindergarten teacher) education in 2017.
- The report also uses the results of previous career monitoring surveys (graduates of 2003–2016) to enable temporal comparison.
- The results of the University of Helsinki are reported in accordance with the faculty structures that took effect in early 2017. In practice, this means that psychology and logopedics graduates are included in the results for the Faculty of Medicine, and phonetics and cognitive science graduates are included in the results for the Faculty of Arts.
- When making comparisons between faculties, it should also be taken into account that those who completed a Bachelor of Science (Pharmacy) degree or a Bachelor of Arts (Education) degree in early childhood (kindergarten teacher) education are included in their faculties' results.
- While the University-level report compares faculties, faculty reports compare groups of disciplines within each faculty.
- The reporting on the statistics by Statistics Finland focuses on the placement of graduates in professional life from 2007 to 2020. The data cover the statistical years 2008–2021.
- The sources of information are specified in the tables and graphs (career monitoring surveys and Statistics Finland).

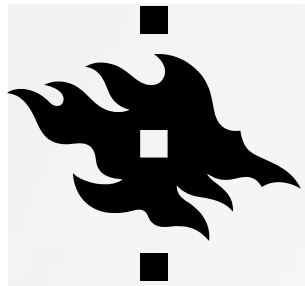


NOTES ON THE GRAPHS USED IN THE REPORT (CAREER MONITORING SURVEYS)

- The reporting of the employer sector and the primary nature of employment are based on a model in which only the four to six largest categories of response options are displayed. All other responses are categorised under 'Other'. This solution facilitates interpreting the graphs and identifying the key response options.
- The University-level report on the career monitoring of master's graduates uses mainly the results of the latest survey only. The faculty reports add up the responses of respondents in 2015, 2016 and 2017. This enables a more detailed reporting of results in fields with fewer graduates and survey respondents each year.
- In the case of questions with a scale of six to seven responses, the responses are reported by classifying them so that response options 4–6 (fully agree, agree, slightly agree) add up. This same principle has been used also in the breakdown of responses in comparisons between faculties and disciplines.



LABOUR MARKET SITUATION AFTER GRADUATION



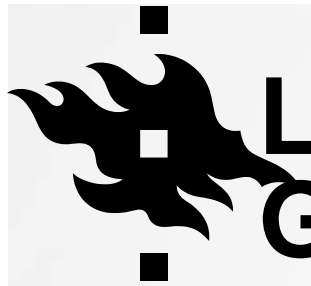
GRADUATES' LABOUR MARKET SITUATION AFTER GRADUATION

From among graduates of 2019–2020 one year after graduation (Statistics Finland, statistical years 2020–2021)

- 86% employed (both employed and students in employment*)
- 5% unemployed
- 3% full-time students
- 4% other or unknown (most of whom have emigrated), 3% emigrated

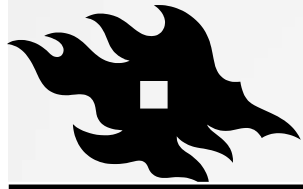
Labour market situation of graduates of 2017 five years after graduation (career monitoring survey, autumn 2022)

- 94.5% employed, 1.8% unemployed and 3.6% outside the labour force
- The ratio of gainfully employed graduates to the entire labour force was 98.2%.
- Employed graduates are classified by type of employment: permanent full-time job 63%; fixed-term full-time job 17%; part-time job 4%; independent entrepreneur/self-employed/freelancer 4%; several employment relationships in parallel 1%; and working with a grant 2%.



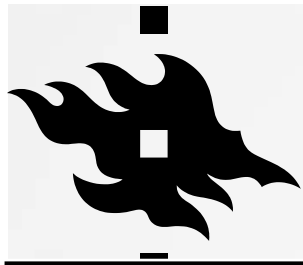
LABOUR MARKET SITUATION AFTER GRADUATION (STATISTICS FINLAND)

- In the light of Statistics Finland's statistics, the employment rate of recent graduates is good. The majority of graduates are employed (69%) or students in employment (17%) one year after graduation. It makes sense to combine students in employment and employed individuals (69% + 17% = 86%), as the former are in employment relationships and also have a right to complete a degree.
- The share of unemployed is fairly low at 5%. However, there are great faculty-specific differences. The rate of unemployment is highest among the graduates of the Faculty of Theology (11%), the Faculty of Arts (10%), and the Faculty of the Biological and Environmental Sciences (10%).
- There are significant differences between Finnish and non-Finnish citizens. Non-Finnish citizens are significantly more likely to emigrate after graduation (the group of Emigrated and a large part of the group Other or unknown have emigrated). In addition, the employment rate of non-Finnish citizens who have remained in Finland is poorer than that of Finnish citizens (share of employed of the labour force living in Finland).



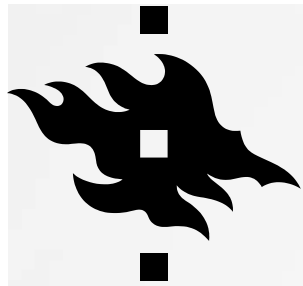
LABOUR MARKET SITUATION ONE YEAR AFTER GRADUATION BY FACULTY, GRADUATION YEARS OF 2019 AND 2020

Faculty	Employed	Students in employment	Unemployed	Students	Other or unknown	Emigrated
Theology (358)	63 %	15 %	11 %	4 %	6 %	1 %
Law (767)	74 %	15 %	4 %	2 %	3 %	3 %
Medicine (601)	71 %	24 %	1 %	2 %	1 %	1 %
Arts (1301)	64 %	12 %	10 %	4 %	6 %	4 %
Science (818)	66 %	21 %	4 %	2 %	3 %	4 %
Pharmacy (392)	50 %	36 %	1 %	10 %	2 %	2 %
Biological and Environmental Sciences (328)	50 %	23 %	10 %	3 %	5 %	8 %
Educational Sciences (1012)	78 %	13 %	3 %	3 %	2 %	1 %
Social Sciences (1004)	72 %	13 %	5 %	3 %	4 %	3 %
Agriculture and Forestry (733)	71 %	14 %	7 %	2 %	4 %	2 %
Veterinary Medicine (141)	84 %	12 %	1 %	1 %	1 %	1 %
UH (7,462)	69 %	17 %	5 %	3 %	4 %	3 %



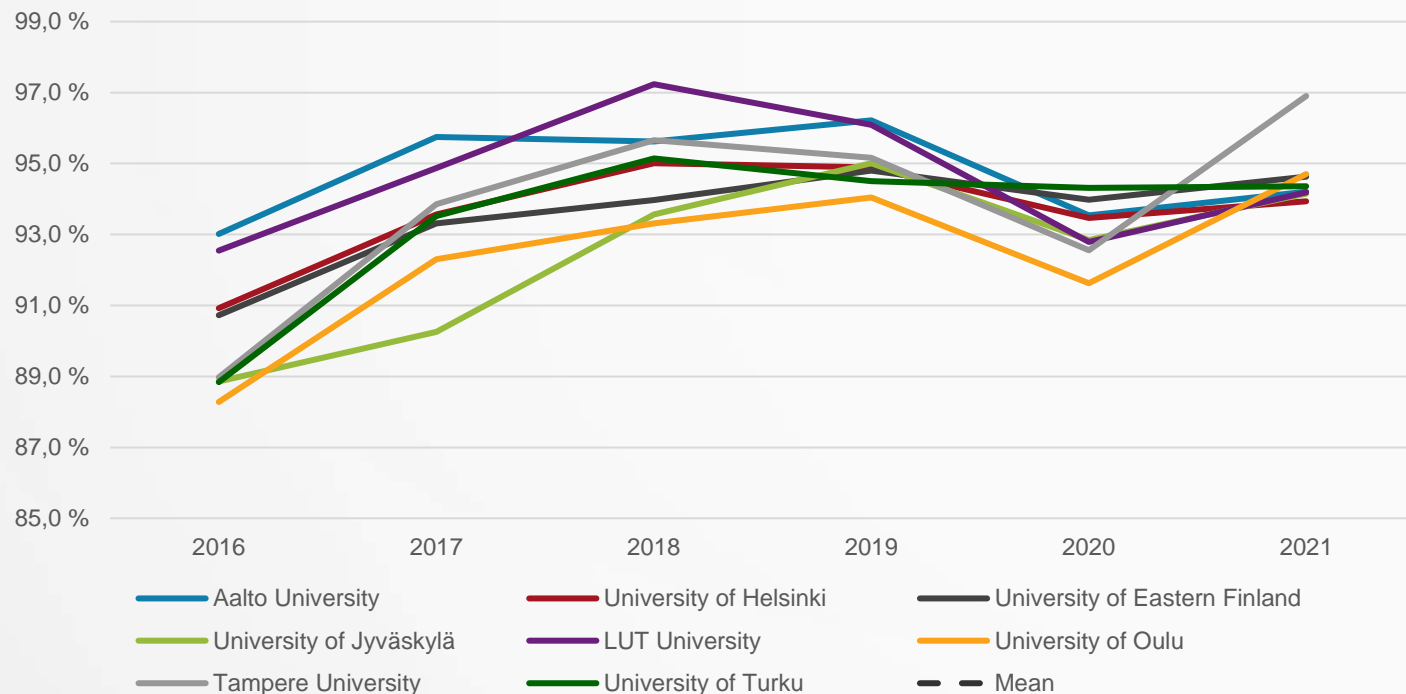
LABOUR MARKET SITUATION BY NATIONALITY, GRADUATES OF 2013–2016

Labour market situation	One year after graduation		Three years after graduation		Five years after graduation	
	Finnish	Other	Finnish	Other	Finnish	Other
Nationality	Finnish	Other	Finnish	Other	Finnish	Other
Employed	65 %	26 %	64 %	25 %	65 %	25 %
Students in employment	19 %	17 %	21 %	16 %	19 %	15 %
Unemployed	8 %	6 %	6 %	4 %	3 %	4 %
Ratio of gainfully employed graduates to the entire labour force	91 %	88 %	94 %	92 %	96 %	90 %
Students	3 %	4 %	2 %	4 %	3 %	3 %
Other or unknown	3 %	26 %	4 %	26 %	4 %	24 %
Emigrated	3 %	21 %	3 %	25 %	5 %	29 %
Number:	10915	608	10915	608	10915	608

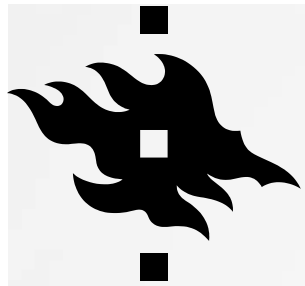


RATIO OF EMPLOYED GRADUATES TO THE ENTIRE LABOUR FORCE ONE YEAR AFTER GRADUATION, ALL FIELDS

Ratio of employed graduates to the entire labour force one year after graduation, master's graduates of 2015–2020 (situation in 2016–2021)



- In the graph, the ratio of employed graduates to the labour force in the statistical year has been calculated from among the master's graduates of the relevant university in the previous year. For example, the figures for 2021 relate to graduates of 2020.
- With the exception of Tampere University, the peer universities are fairly even in 2021 (placement of graduates of 2020 in 2021).
- In 2021 the University of Helsinki had the lowest ratio of employed graduates to the labour force, but the margins are really low and the ratio for the University (93.9%) is in line with previous years.
- In 2018 and 2019, the ratio of employed graduates was higher overall in the peer universities than in 2021, but the decline seen in 2020 has been regained on a broad front.



RATIO OF ENTREPRENEURS TO EMPLOYED GRADUATES ONE YEAR AFTER GRADUATION, PLACEMENT YEARS 2017–2021 (GRADUATES OF 2016–2020)

University	2017	2018	2019	2020	2021	Total, placement years 2017–2021
Aalto University	3.1%	4.8%	3.9%	3.9%	4.4%	4.1%
University of Helsinki	4.3%	3.5%	3.7%	4.7%	4.6%	4.2%
University of Eastern Finland	2.4%	3.5%	3.4%	3.3%	3.2%	3.1%
University of Jyväskylä	3.3%	3.4%	3.1%	2.3%	3.4%	3.1%
University of Lapland	3.5%	3.3%	2.9%	3.8%	2.1%	3.1%
LUT University	2.0%	1.7%	2.3%	3.9%	3.1%	2.6%
University of Oulu	1.8%	1.9%	2.2%	2.7%	4.2%	2.6%
Hanken School of Economics	3.0%	2.7%	2.5%	4.2%	3.4%	3.2%
University of the Arts Helsinki	8.2%	5.8%	6.9%	11.9%	10.2%	9.1%
Tampere University	2.7%	2.1%	1.5%	2.7%	2.9%	2.4%
University of Turku	3.9%	2.8%	3.4%	3.8%	2.8%	3.3%
University of Vaasa	1.4%	3.4%	2.5%	2.5%	2.7%	2.5%
Åbo Akademi University	2.3%	3.1%	5.7%	2.7%	3.8%	3.5%
Universities, total	3.1%	3.1%	3.1%	3.5%	3.7%	3.3%



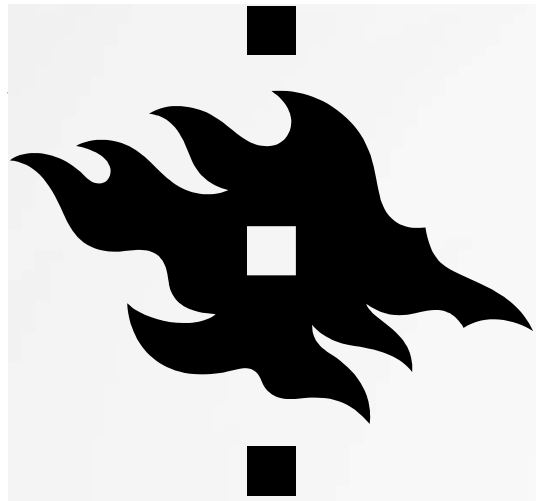
LABOUR MARKET SITUATION OF GRADUATES OF 2017, 2016 AND 2015 AT THE TIME OF THE SURVEY (CAREER MONITORING SURVEYS IN 2020–2022)

Share [%]	UH 2022 (N = 1,175)	UH 2021 (N = 1,207)	UH 2020 (N = 1,249)	All universities in 2022 (N = 6,583)
Permanent full-time job	63%	61%	59%	69%
Fixed-term full-time job	17%	18%	19%	13%
Part-time job	4%	6%	5%	3%
Independent entrepreneur/self-employed/freelancer	4%	4%	3%	3%
Several employment relationships in parallel	1%	3%	2%	1%
Working with a grant	2%	1%	2%	1%
Family leave (from an employment relationship)	5%	2%	4%	4%
Subsidised employment/practical training	0%	-	-	1%
Employed, total	95%	95%	93%	95%
Labour force training or similar	0%	0%	0%	0%
Unemployed job-seeker	2%	1%	2%	1%
Unemployed, total	2%	1%	2%	1%
Full-time studies	2%	1%	3%	2%
Family leave (no employment relationship)	0%	2%	1%	0%
Outside the labour force	0%	0%	0%	0%
Other	1%	1%	1%	1%
Outside the labour force, total	4%	4%	5%	3%

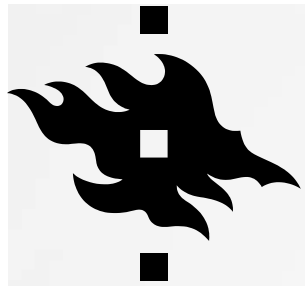


LABOUR MARKET SITUATION OF GRADUATES OF 2017 AT THE TIME OF THE SURVEY (CAREER MONITORING SURVEY AUTUMN 2022)

Share [%]	Biological and Environmental Sciences (59)	Veterinary Medicine (36)	Pharmacy (67)	Arts (209)	Educational Sciences (166)	Medicine (82)	Agriculture and Forestry (100)	Science (119)	Law (97)	Theology (65)	Social Sciences (174)	UH (1,174)	All universities in 2022 (6,583)
Permanent full-time job	56%	67%	64%	55%	71%	45%	72%	67%	74%	46%	64%	63%	69%
Fixed-term full-time job	25%	8%	16%	18%	13%	23%	10%	18%	10%	26%	17%	17%	13%
Part-time job	3%	3%	3%	6%	3%	12%	3%	2%	1%	8%	3%	4%	3%
Several employment relationships in parallel	0%	0%	0%	5%	0%	1%	0%	0%	0%	0%	1%	1%	1%
Independent entrepreneur/self-employed/freelancer	5%	19%	2%	3%	2%	10%	4%	1%	1%	3%	4%	4%	3%
Working with a grant	2%	0%	0%	2%	1%	1%	2%	1%	0%	2%	3%	2%	1%
Subsidised employment/practical training	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	1%
Family leave (from an employment relationship)	2%	3%	3%	4%	5%	7%	7%	5%	9%	3%	2%	5%	4%
Employed, total	93%	100%	88%	93%	95%	100%	98%	94%	96%	88%	95%	95%	95%
Unemployed job-seeker	0%	0%	3%	1%	1%	0%	1%	4%	1%	6%	2%	2%	1%
Labour force training or similar	0%	0%	0%	1%	0%	0%	0%	1%	0%	2%	0%	0%	0%
Unemployed, total	0%	0%	3%	2%	1%	0%	1%	5%	1%	8%	2%	2%	1%
Full-time studies	3%	0%	8%	3%	3%	0%	0%	1%	2%	0%	2%	2%	2%
Family leave (no employment relationship)	0%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Outside the labour force	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	1%	0%	0%
Other	3%	0%	2%	1%	1%	0%	1%	0%	1%	5%	1%	1%	1%
Outside the labour force, total	7%	0%	9%	6%	4%	0%	1%	1%	3%	5%	3%	4%	3%

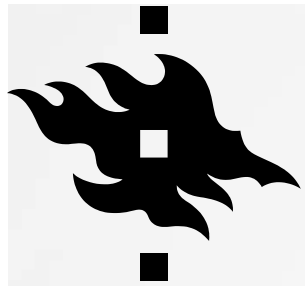


EMPLOYER SECTOR AND DUTIES



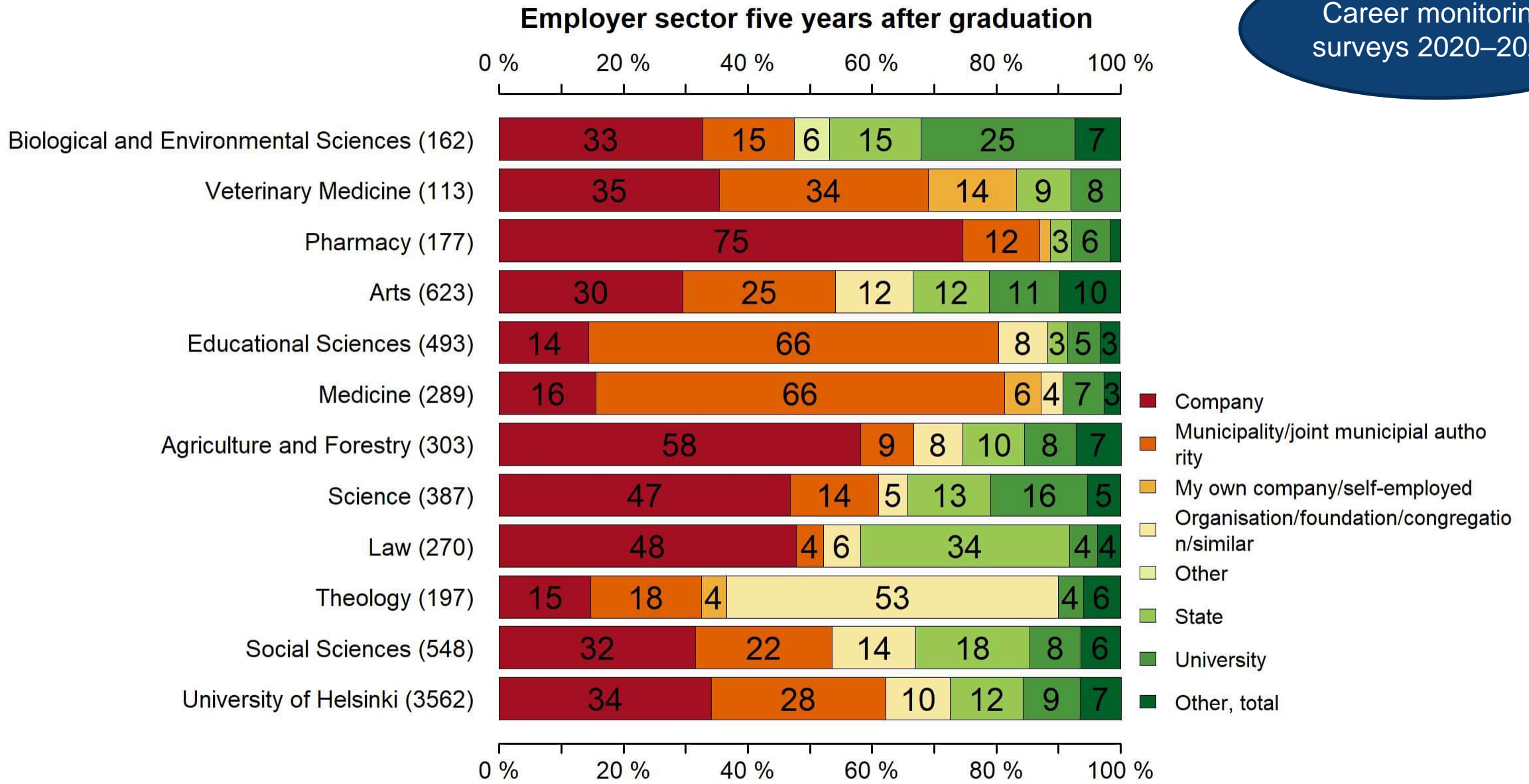
EMPLOYER SECTOR, DUTIES AND SALARIES (CAREER MONITORING SURVEY, AUTUMN 2022)

- Most common employer sectors
 - Company, total 34%
 - Municipality or joint municipal authority, 28%
 - State, 12%
 - Organisation, foundation, congregation or similar (third sector), 11%
 - University, 9%
- Most common nature of duties
 - Education, 19%
 - Work with customers/patients, 15%
 - Planning, development or administrative duties, 14%
 - Research, 11%
- Median monthly salary €3,700

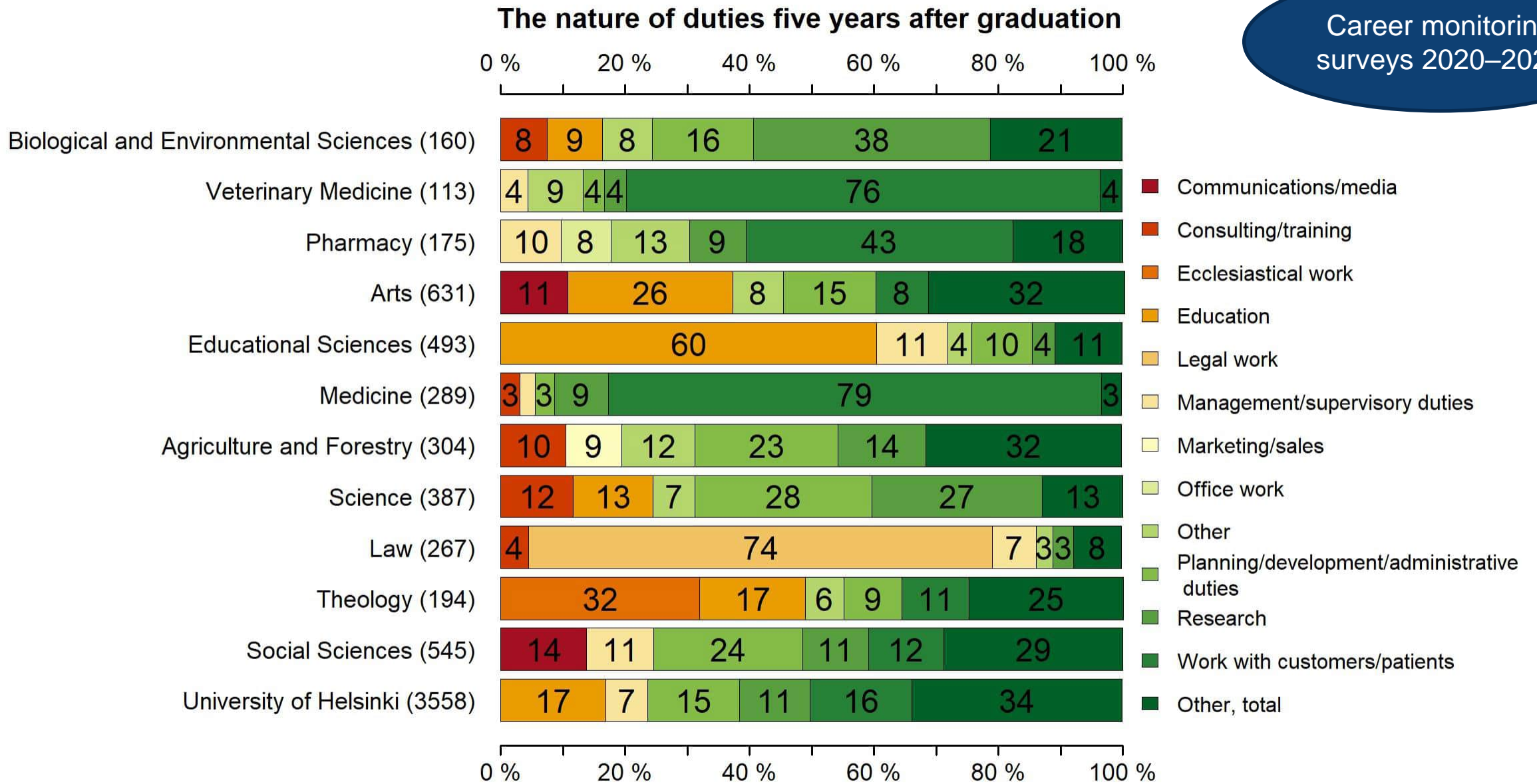


EMPLOYER SECTOR AND DUTIES

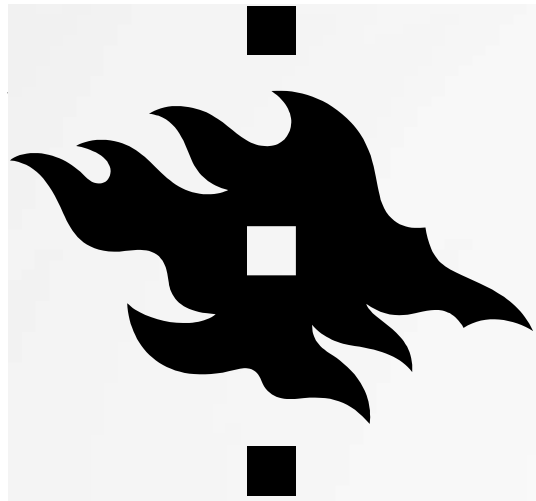
- The private sector (34%) was clearly the largest employer of University of Helsinki graduates of 2017 and the municipal sector the second largest (28%). With a share of roughly 10% each, the state, the third sector and universities are also significant employers of University graduates.
- Of the options best describing the nature of work duties, those most commonly reported by respondents were education (19%), work with customers/patients (15%), planning, development or administrative duties (14%), and research (11%).
- Faculty profiles differ considerably in terms of both the employer sector and the primary nature of duties.
- The importance of the private sector is particularly emphasised among the graduates of the Faculty of Pharmacy (68%) and the Faculty of Agriculture and Forestry (59%). The municipal sector is particularly emphasised in the Faculty of Educational Sciences (68%) and the Faculty of Medicine (60%). The third sector is the most important employer for graduates of the Faculty of Theology (59%).
- In contrast, graduates of the Faculty of Arts and the Faculty of Social Sciences work in an extremely broad range of sectors and fulfil a wide range of duties.
- Work with customers or patients was clearly the most significant primary nature of duties for graduates of the Faculty of Medicine (74%) and the Faculty of Veterinary Medicine (64%). Planning, development and administrative duties, and research are key duties for graduates of several faculties.



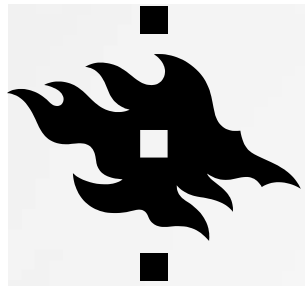
The graph displays information on the graduates of 2015-2017. Number of respondents in brackets. Maximum 5 options is shown. The rest are included in the category Others, total.



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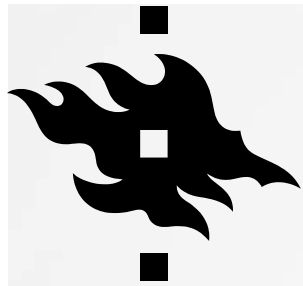


SALARIES



SALARIES

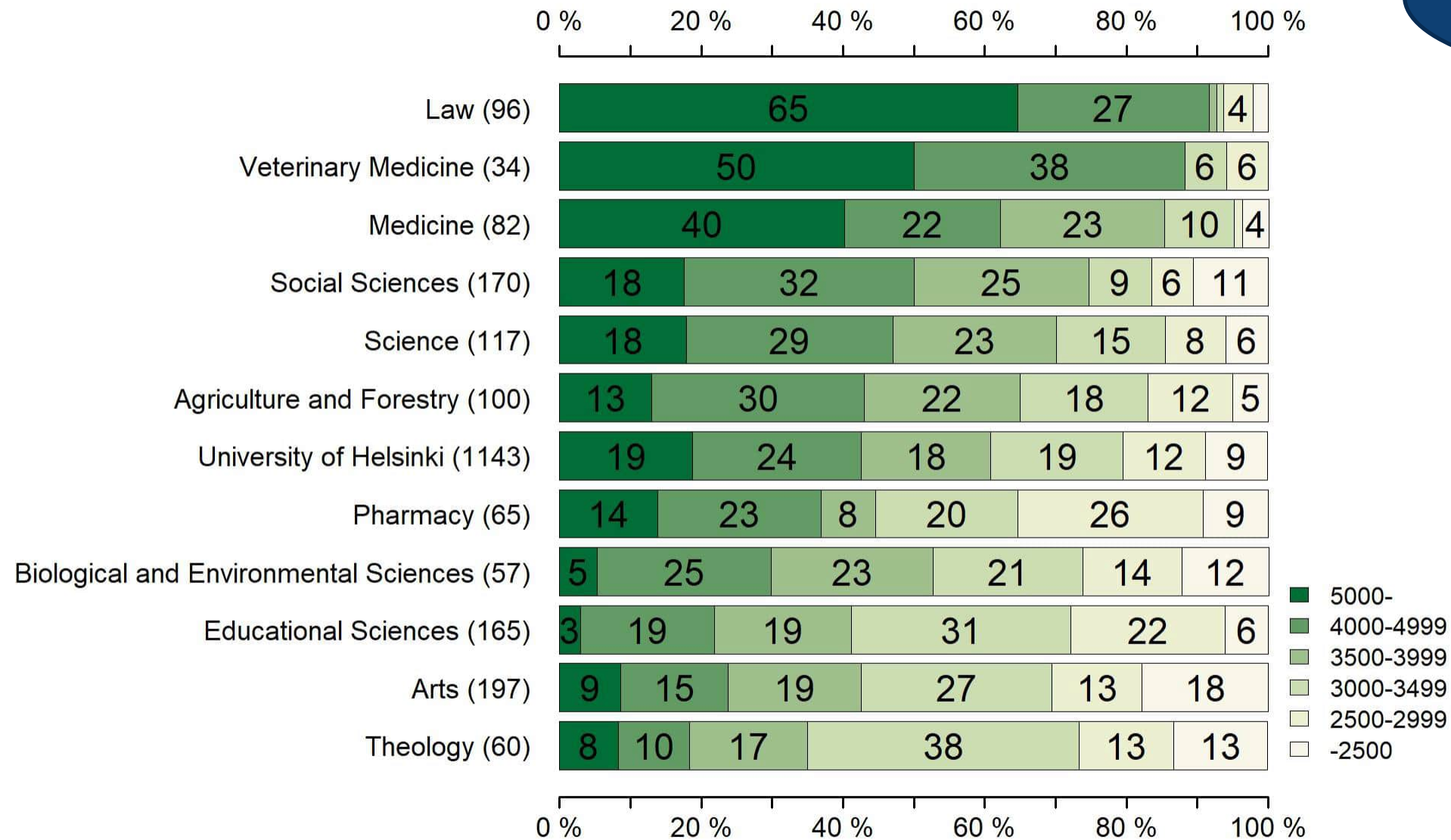
- There are significant differences in the income level of graduates of different faculties after graduation. The differences are visible in both Statistics Finland's annual earnings statistics and the monthly income statistics of the career monitoring survey.
- The statistics by Statistics Finland describe mean annual earnings. The highest mean earnings are for graduates of the Faculty of Veterinary Medicine, the Faculty of Medicine and the Faculty of Law, whose annual earnings exceed €60,000 five years after graduation. The lowest mean annual earnings are for graduates of the Faculty of Biological and Environmental Sciences (€35,000), the Faculty of Theology (€36,000), the Faculty of Arts (€38,000) and the Faculty of Educational Sciences (€39,000) five years after graduation.
- The career monitoring survey asks for the monthly salary. In the report, salary data are reported by monthly salary group. The Faculty of Law, the Faculty of Veterinary Medicine and the Faculty of Medicine top the comparison of median monthly salaries. However, it is important to note that there is a broad salary spectrum within each group. There are graduates of all faculties among top earners (€5,000 or more per month), including faculties that rank low in the salary comparison.
- When comparing salaries between faculties, it is important to consider that the statistics pertaining to the Faculty of Educational Sciences and the Faculty of Pharmacy include graduates with a Bachelor of Arts (Education) degree in early childhood (kindergarten teacher) education or a Bachelor of Science (Pharmacy) degree.



ANNUAL INCOME (MEAN) BY FACULTY, GRADUATES OF 2015 AND 2016 (STATISTICS FINLAND)

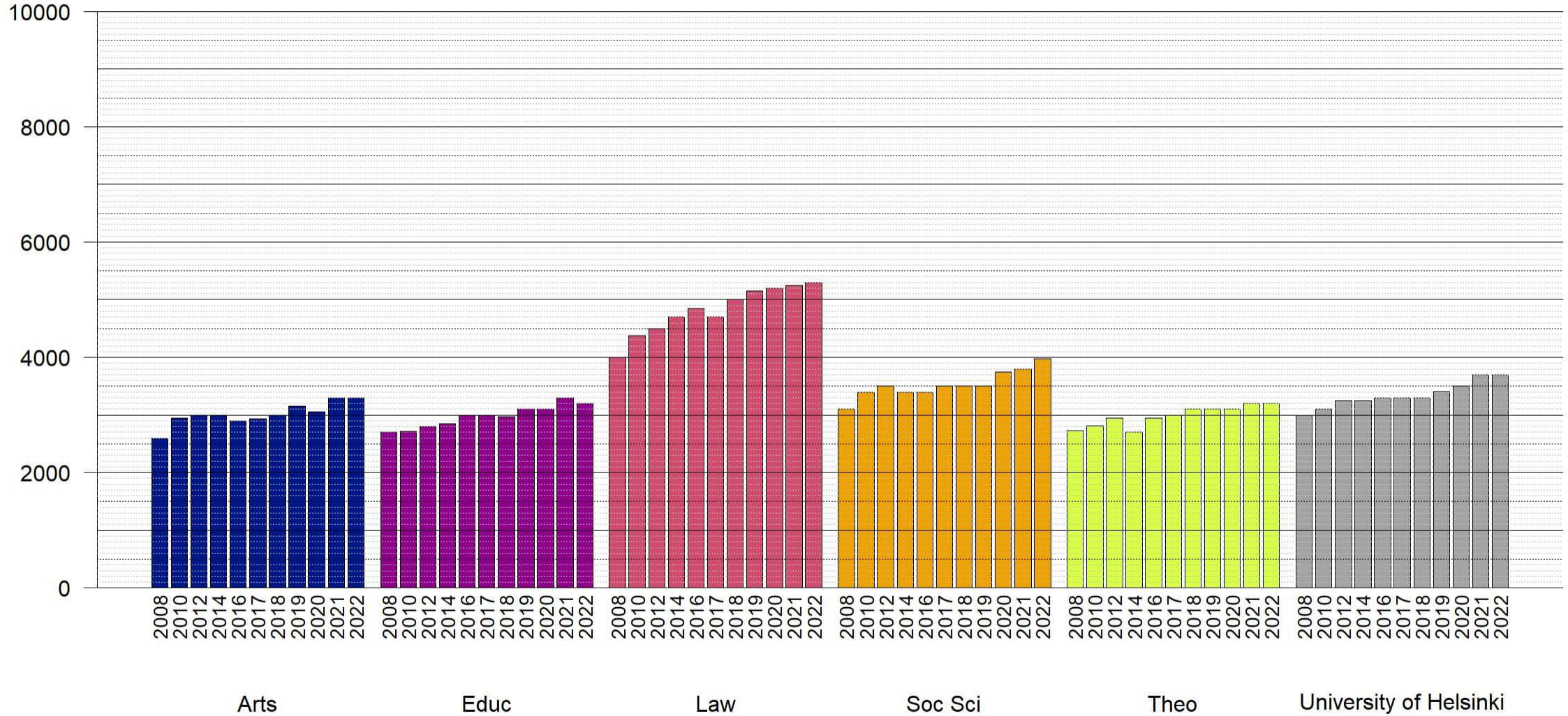
Faculty	One year from graduation	Three years from graduation	Five years from graduation
Theology (N = 254–264)	29 000	35 000	38 000
Law (N = 487–493)	49 000	58 000	67 000
Medicine (N = 470–494)	56 000	61 000	66 000
Arts (N = 741–799)	30 000	35 000	38 000
Faculty of Science (N = 493–525)	35 000	42 000	52 000
Pharmacy (N = 304–318)	31 000	37 000	42 000
Biological and Environmental Sciences (N = 171–175)	28 000	32 000	37 000
Educational Sciences (N = 673–682)	33 000	36 000	40 000
Social Sciences (N = 637–647)	35 000	41 000	45 000
Agriculture and Forestry (N = 372–383)	34 000	40 000	44 000
Veterinary Medicine (N = 141–144)	60 000	63 000	66 000
University of Helsinki (N = 4,786–4,878)	37 000	43 000	48 000

Salary classification organised according to the median

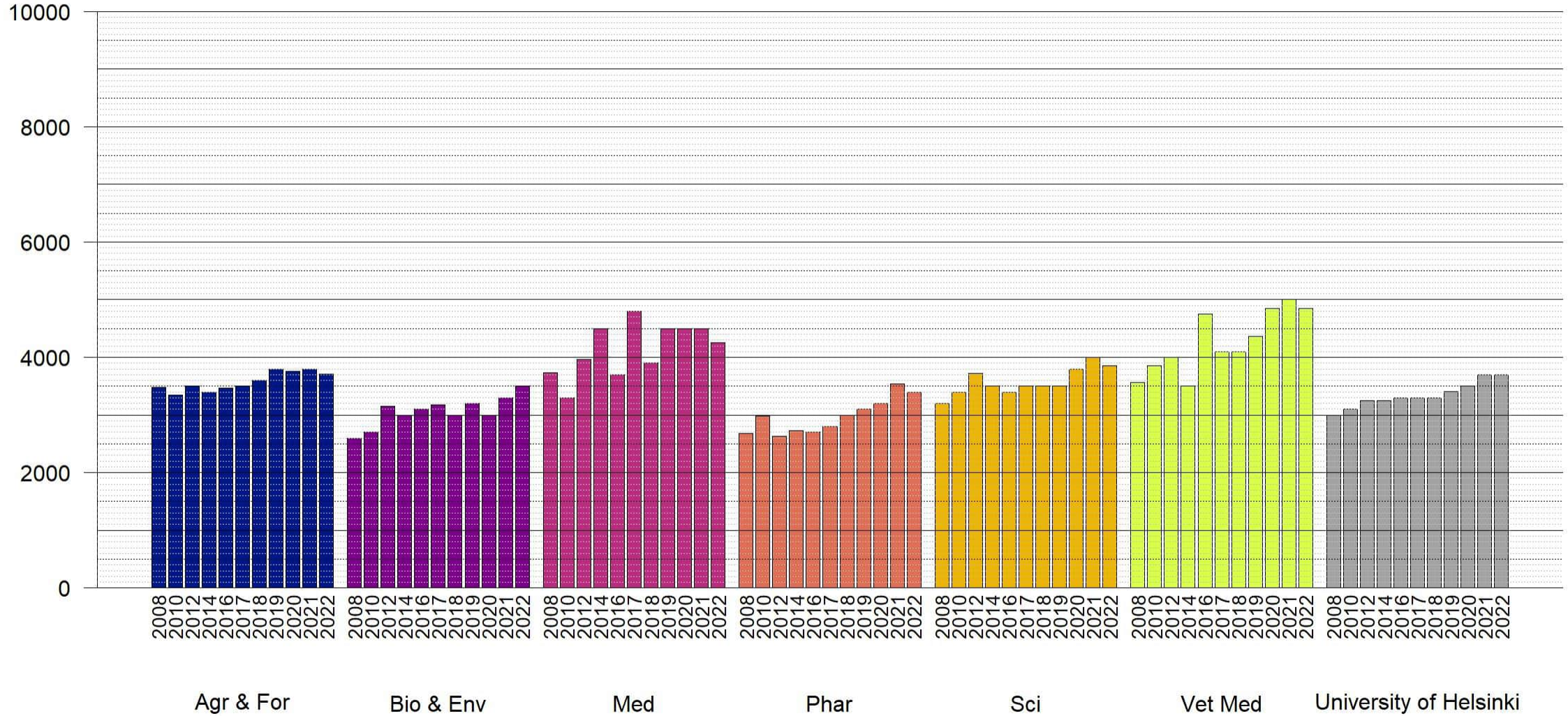


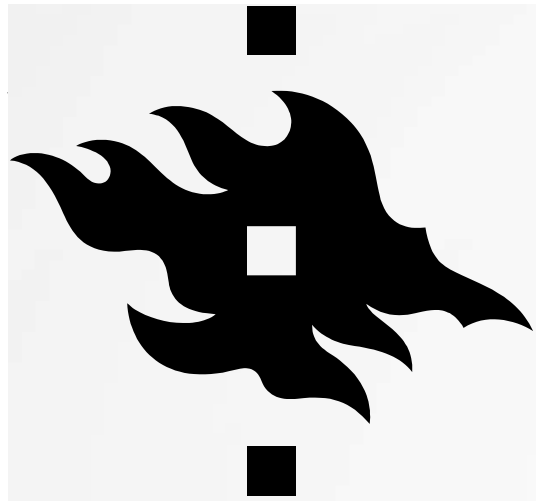
The graph displays information on the graduates of 2015-2017
Number of respondents in brackets.

Median monthly salary

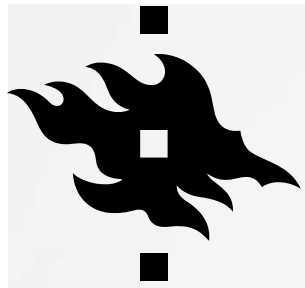


Median monthly salary



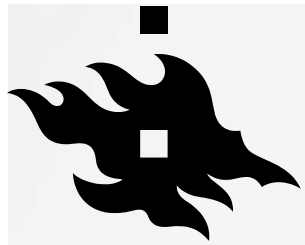


INDICATORS CONCERNING GRADUATES OF 2017 FIVE YEARS AFTER GRADUATION



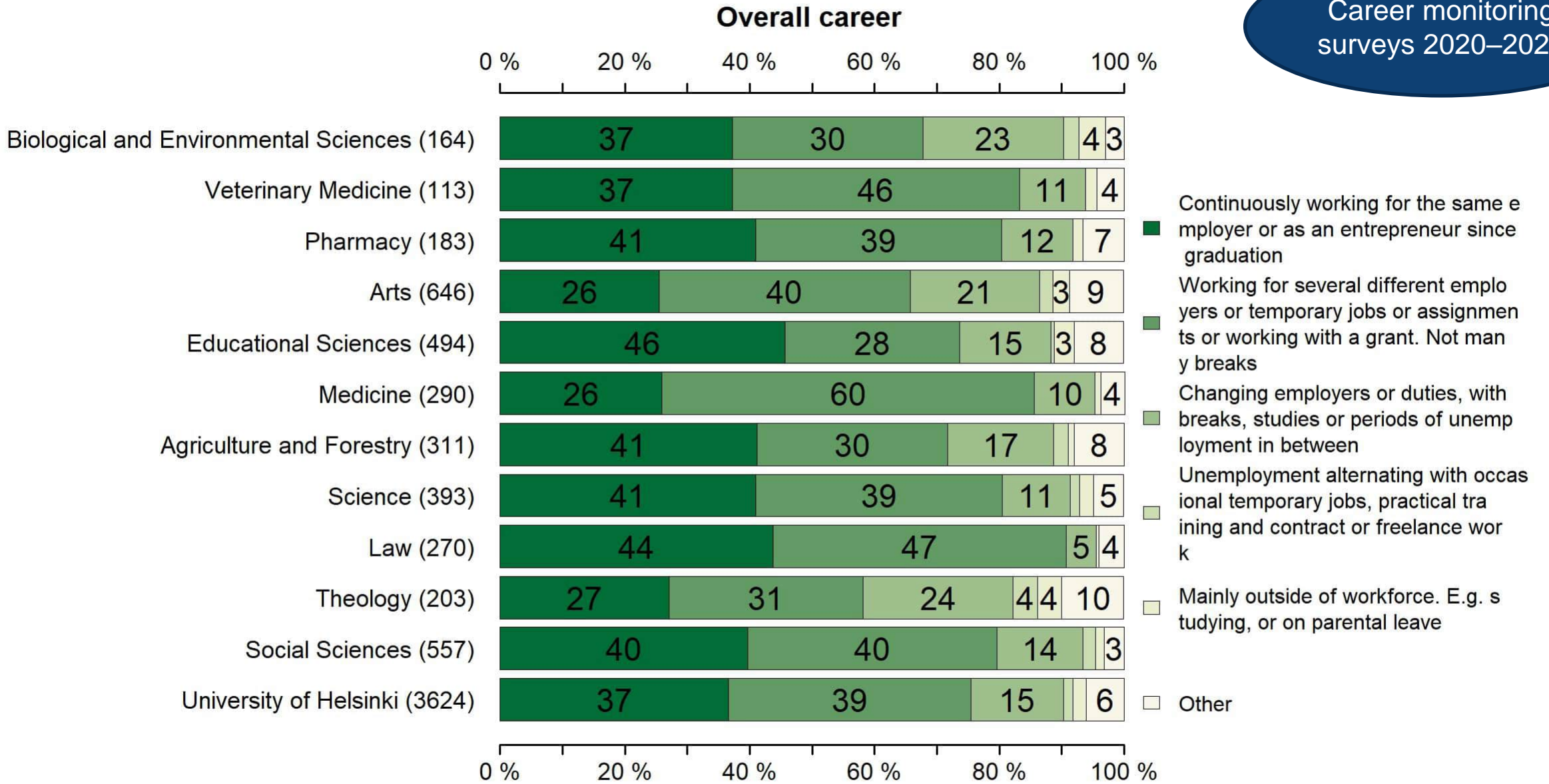
INDICATORS CONCERNING GRADUATES OF 2017 FIVE YEARS AFTER GRADUATION (CAREER MONITORING SURVEY, AUTUMN 2022)

- Options that best describe their career after graduation:
 - Continuously working for the same employer or as an entrepreneur since graduation. 40%
 - Working for several different employers or temporary jobs or assignments or working with a grant. Not many breaks. 38%
 - Various employers or duties, with breaks, studies or periods of unemployment in between, or other breaks. 15%
- Experiences of unemployment after graduation. 42%
- A total of 23% of the respondents have worked as an entrepreneur, freelancer or self-employed professional.



KEY OBSERVATIONS ON THE INDICATORS CONCERNING GRADUATES FIVE YEARS AFTER GRADUATION (CAREER MONITORING SURVEY, AUTUMN 2022)

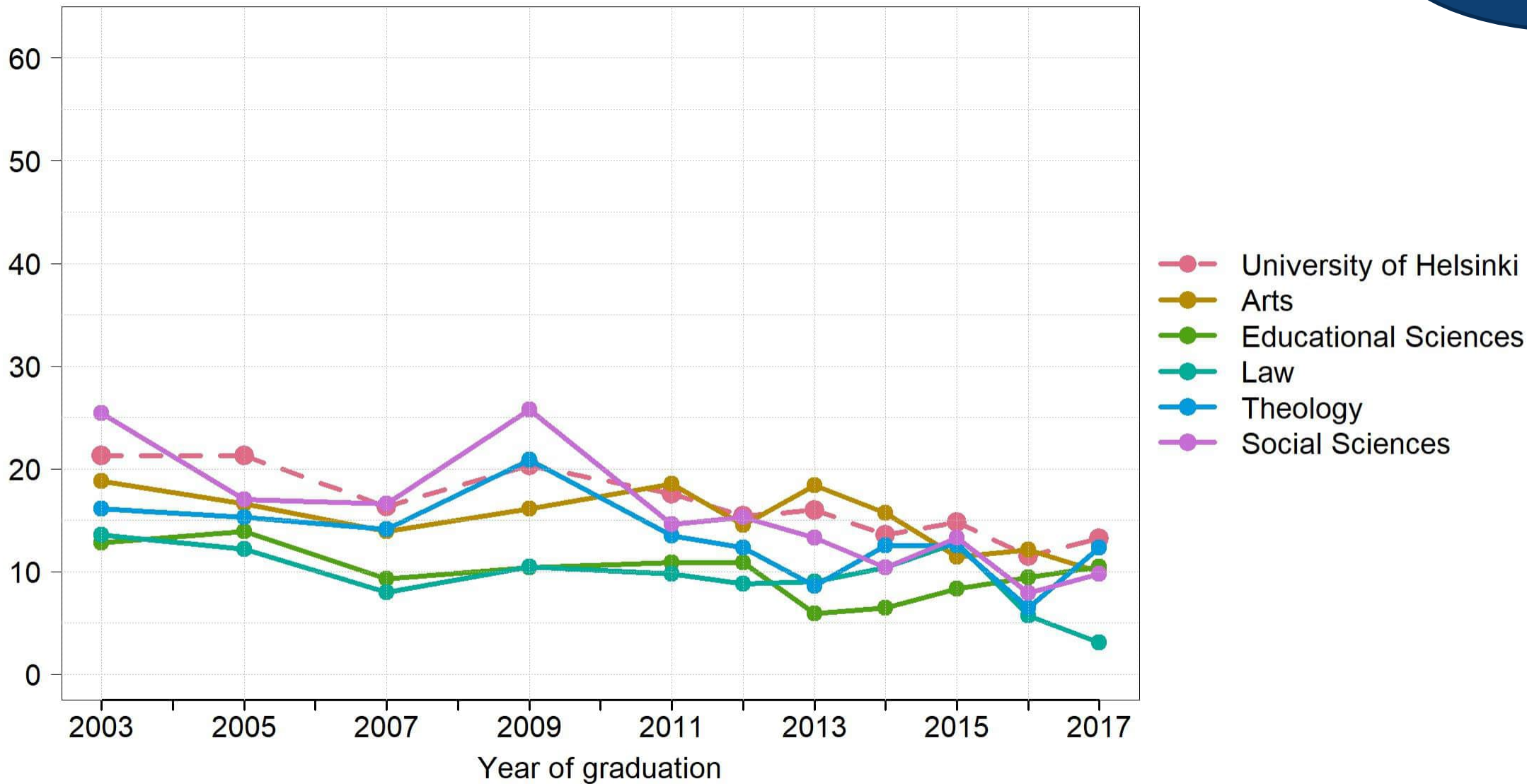
- After graduating from the University of Helsinki, the majority of the respondents have been employed or self-employed with no breaks, with either a single employer (40%) or several employers (38%).
- A total of 15% of the respondents have experienced breaks in employment during the five-year period. The differences between faculties are significant. One-quarter of graduates from the Faculty of Theology and one-fifth from the Faculty of Arts and the Faculty of Biological and Environmental Sciences have experienced breaks in their career during the five-year period.
- One-fifth of the respondents have worked as an entrepreneur/freelancer/self-employed professional after graduation. Variation between faculties is significant. In this respect, the graduates of 2017 do not differ significantly from those of previous years.
- The share of graduates who have completed scientific/artistic postgraduate studies after graduation has grown slightly at the University level. Roughly one-quarter of the respondents from the Faculty of Biological and Environmental Sciences, the Faculty of Medicine and the Faculty of Science reported that they were pursuing postgraduate studies.
- The share of graduates who have been studying towards another academic (first- or second-cycle) degree has also increased slightly compared to the previous year.



The graph displays information on the graduates of 2015-2017
 Number of respondents in brackets.

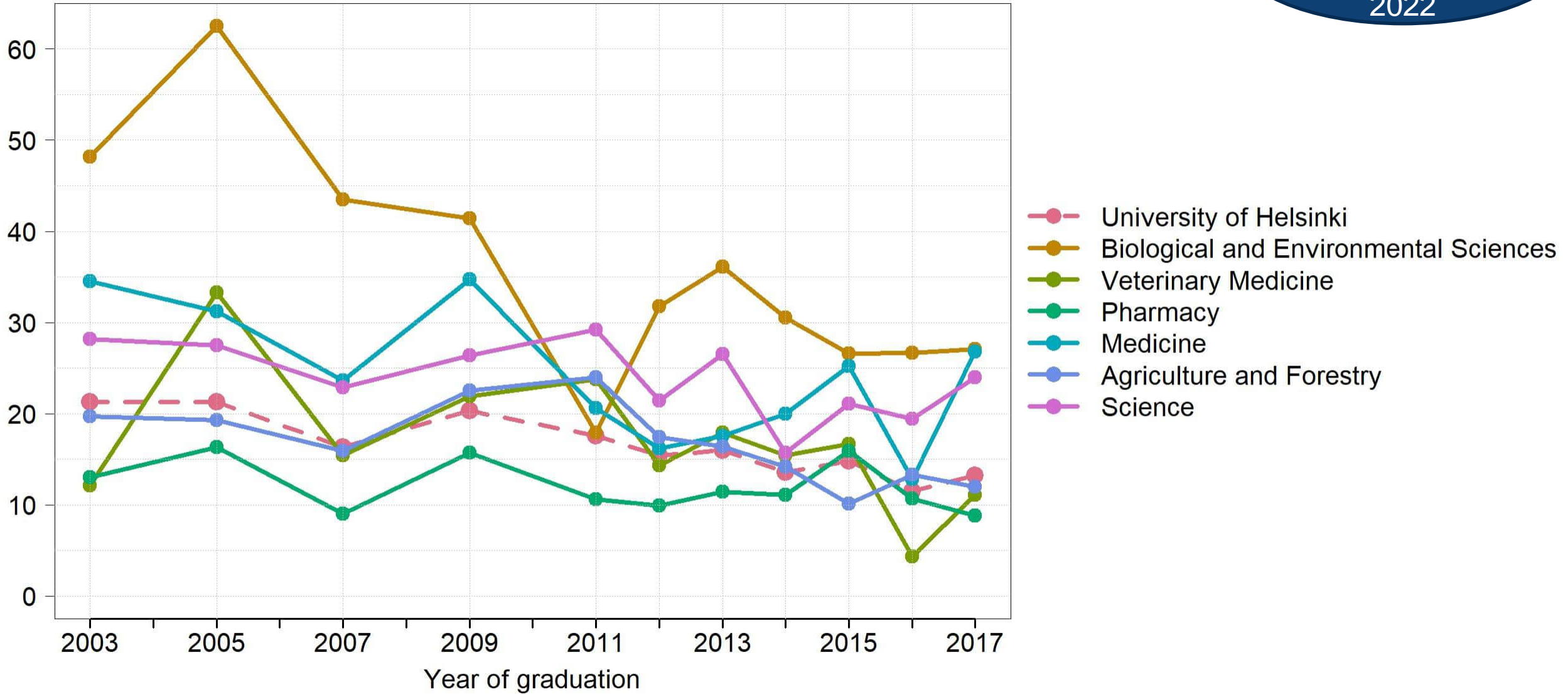
Has completed postgraduate research studies after graduation Central campus

Career monitoring surveys 2008–2022



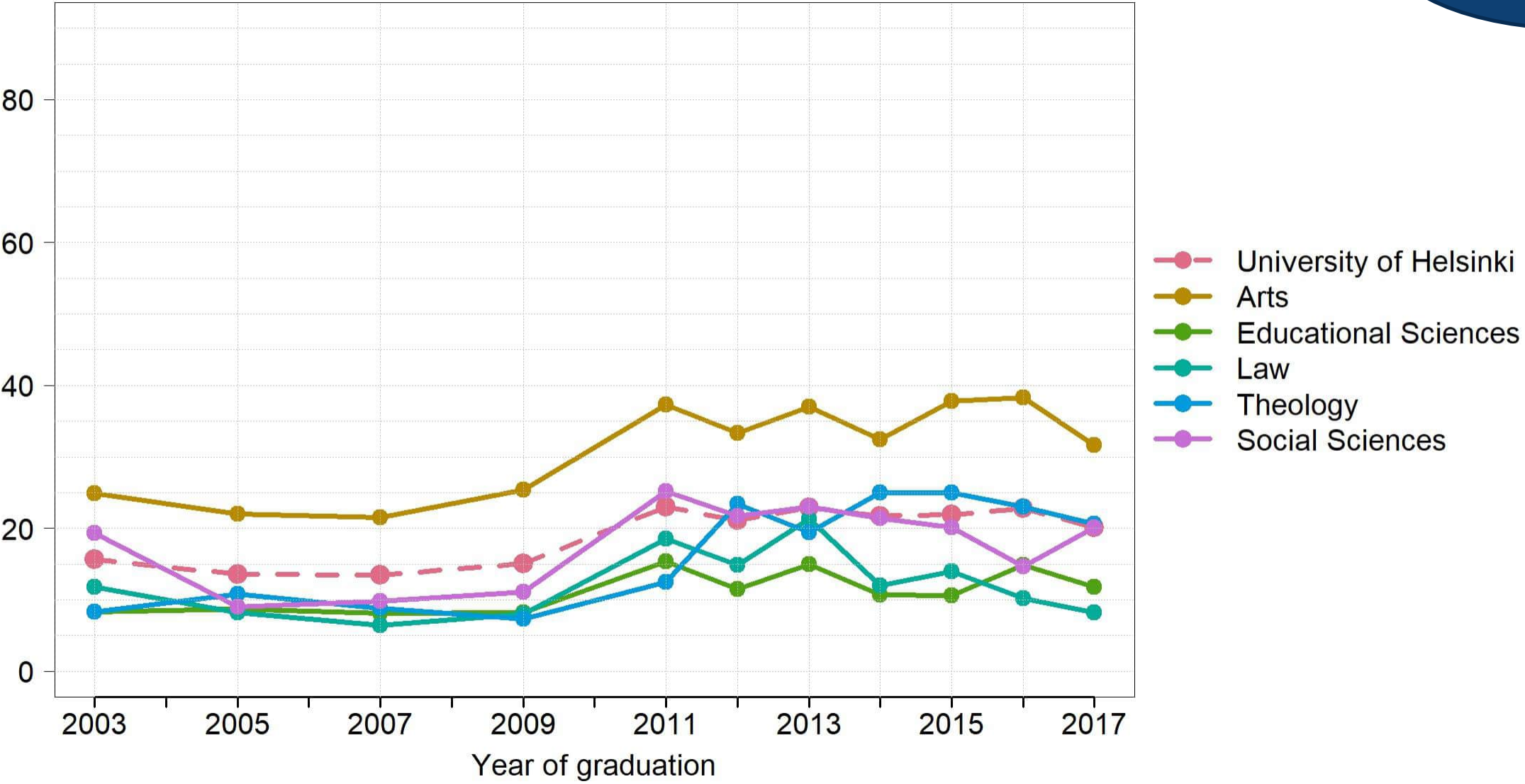
Has completed postgraduate research studies after graduation Other campuses

Career monitoring surveys 2008–2022



Has worked as an entrepreneur/freelancer after graduation
Central campus

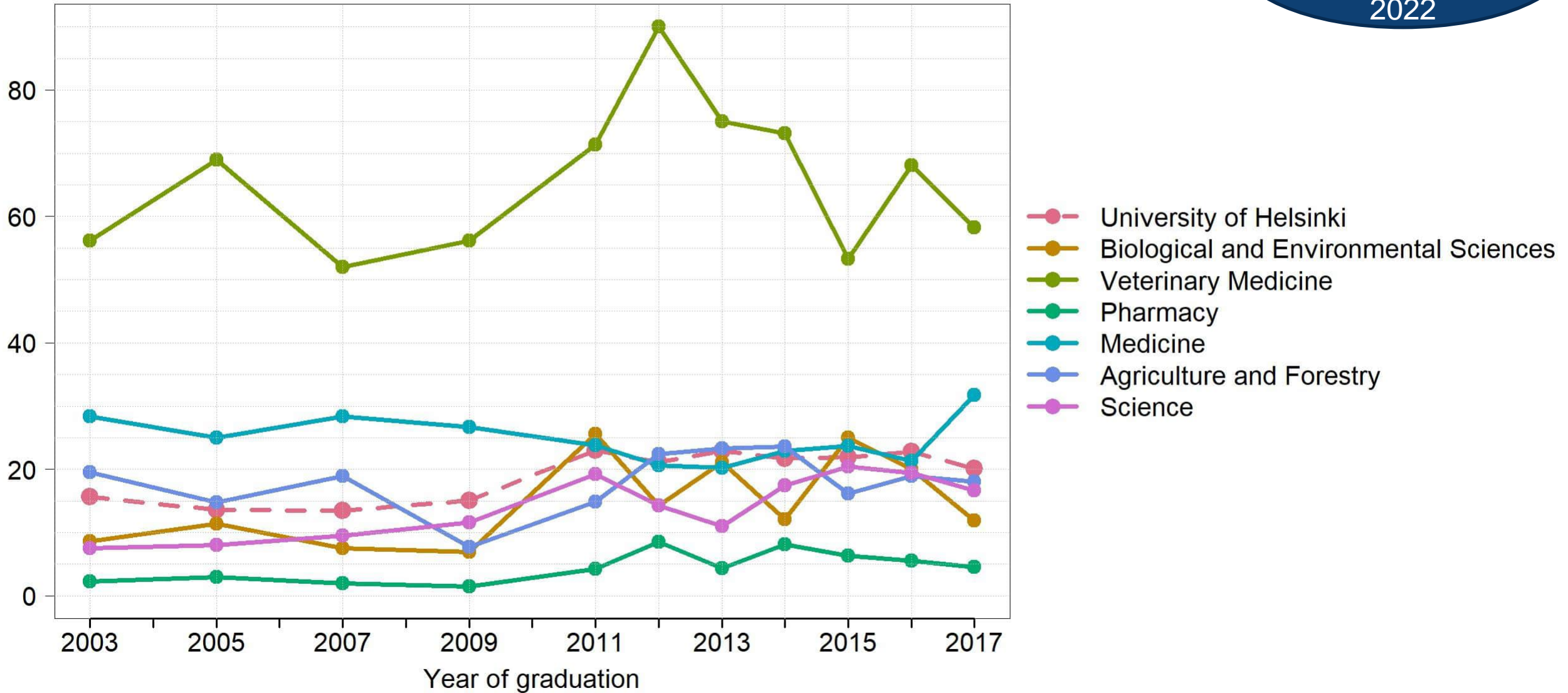
Career monitoring surveys 2008–2022



Has worked as an entrepreneur/freelancer after graduation

Other campuses

Career monitoring surveys 2008–2022

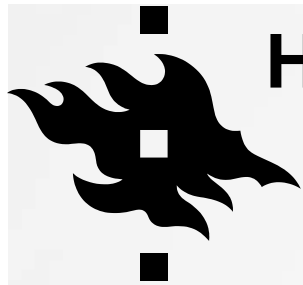




FIVE YEARS AFTER GRADUATION BY FACULTY, GRADUATES OF 2017

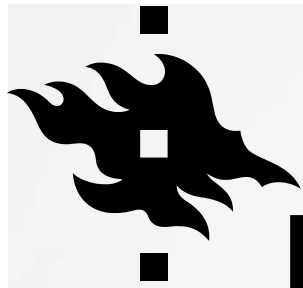
Career monitoring survey 2022

Faculty, number of respondents in parentheses	Has been unemployed*	Has been an entrepreneur/freelancer/self-employed	Has completed scientific/artistic postgraduate studies	Has been studying towards another academic degree
Biological and Environmental Sciences (59)	48%	12%	27%	9%
Veterinary Medicine (36)	19%	58%	11%	6%
Pharmacy (67–68)	22%	5%	9%	19%
Arts (208–210)	55%	32%	10%	12%
Educational Sciences (170–171)	41%	12%	11%	12%
Medicine (82)	34%	32%	27%	5%
Agriculture and Forestry (100)	39%	18%	12%	10%
Faculty of Science (120–121)	42%	17%	24%	6%
Law (97)	21%	8%	3%	8%
Theology (63–65)	72%	21%	12%	14%
Social Sciences (174)	40%	20%	10%	13%
University of Helsinki (1,177–1,183)	41%	20%	13%	11%



HAS THE SHARE OF GRADUATES WITH EXPERIENCE OF UNEMPLOYMENT INCREASED? (CAREER MONITORING SURVEYS)

- In the career monitoring survey for 2021, the manner in which experiences of unemployment after graduation is queried was changed.
- Previously, respondents were asked whether they had been unemployed and, if so, for how long. Respondents were asked to specify this information in years and months. In 2021, ready-made options regarding the duration of unemployment were provided in the question concerning unemployment. **For this reason, the results of prior surveys are not directly comparable** (see the next slide).
- It is possible that the previous method of asking resulted in short-term periods of unemployment (e.g., less than a month) going unreported.
- When classifying the quantitative responses to the question about periods of unemployment according to the classification in the 2021 and 2022 surveys, the figure that appears to have grown in particular is the share of graduates of the University of Helsinki who have been unemployed for less than six months. Correspondingly, the share of graduates with experience of unemployment lasting more than six months has dropped.
- In other words, it is possible that the increase in short-term unemployment after graduation is a genuine phenomenon, and the rewording of the question is not an explanatory factor. The increase in short-term unemployment after graduation could be explained, for example, by the coronavirus pandemic, during which many people, including graduates of the University of Helsinki, were furloughed for some time, especially in the spring of 2020 (see the 2021 University of Helsinki career monitoring reports).
- It is also entirely possible that the change is explained by both the change in the question formulation and the coronavirus pandemic.



HOW DID THE QUESTION ON EXPERIENCES OF UNEMPLOYMENT CHANGE?

In previous years, the following was asked:

Since graduation, have you been [...] away from the working life due to unemployment (incl. layoffs)?

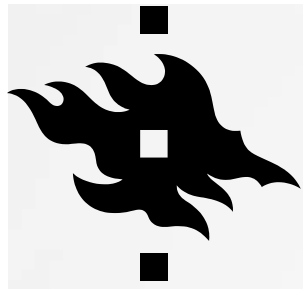
- 1 No
- 2 Yes, _____ times, for _____ years, _____ months.

Change

In the 2021 and 2022 surveys, the following was asked:

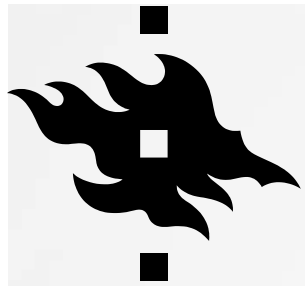
Since graduation, have you been away from the working life due to unemployment (incl. layoffs)?

1. No
2. Max 1 month
3. Over 1 month–max 3 months
4. Over 3 months–max 6 months
5. Over 6 months–max 12 months
6. Over 12 months



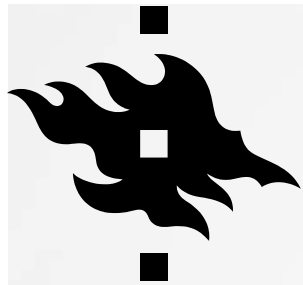
SHARE (%) OF GRADUATES WITH EXPERIENCES OF UNEMPLOYMENT AFTER GRADUATION AND DURATION OF UNEMPLOYMENT (CAREER MONITORING SURVEY IN AUTUMN 2022, GRADUATES OF 2017)

	Has been unemployed					
	Has not been unemployed	max 1 month	over 1 month–max 3 months	over 3 months–max 6 months	over 6 months–max 12 months	over 12 months
Biological and Environmental Sciences (59)	53%	10%	3%	14%	14%	7%
Veterinary Medicine (36)	81%	14%	3%	3%	0%	0%
Pharmacy (67)	78%	8%	3%	6%	0%	6%
Faculty of Arts (208)	45%	10%	19%	11%	10%	6%
Faculty of Educational Sciences (170)	59%	9%	22%	4%	5%	1%
Medicine (82)	66%	13%	15%	5%	0%	1%
Agriculture and Forestry (100)	61%	9%	11%	12%	6%	1%
Faculty of Science (120)	58%	8%	10%	13%	6%	6%
Law (97)	79%	7%	4%	5%	2%	2%
Theology (64)	28%	13%	8%	16%	14%	22%
Social Sciences (174)	60%	8%	13%	5%	8%	8%
University of Helsinki (1,177)	59%	9%	13%	8%	6%	5%



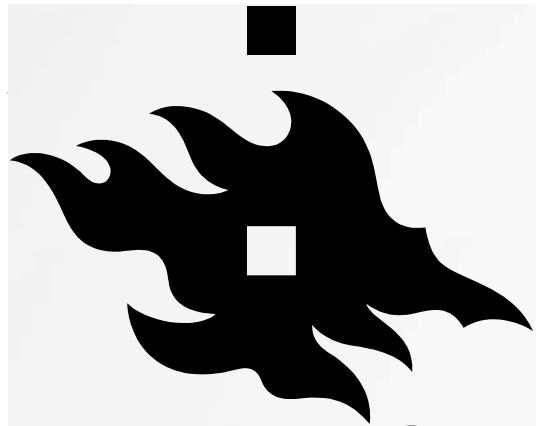
STUDIES TOWARDS ANOTHER DEGREE AFTER GRADUATION (STATISTICS FINLAND)

- The statistics by Statistics Finland show new degrees completed after graduation in Finland. The statistics provide no certainty on any degrees completed abroad.
- Most (91%) of the University of Helsinki graduates from 2013 to 2016 had not completed another academic degree by the end of 2021. The share of graduates who had completed a second-cycle degree is 5%, while the corresponding share for doctoral degrees was 4%. Another academic degree had been completed by 0.5% of graduates.



SUBSEQUENT DEGREES, DATA FOR 2021, GRADUATION YEARS OF 2013–2016

Group	No degree	Second-cycle university degree	Doctoral degree	Other
Theology (N = 665)	93%	5%	2%	0%
Law (N = 1,087)	95%	4%	1%	0%
Medicine (N = 981)	91%	0.4%	8%	0%
Arts (N = 2,108)	94%	4%	2%	0.4%
Science (N = 1,203)	87%	3%	10%	0.5%
Pharmacy (N = 755)	72%	22%	4%	3.3%
Biological and Environmental Sciences (N = 486)	80%	5%	15%	0%
Educational Sciences (N = 1,376)	90%	8%	1%	0.6%
Social Sciences (N = 1,525)	94%	3%	2%	0.4%
Agriculture and Forestry (N = 1,004)	93%	2%	5%	0.4%
Veterinary Medicine (N = 269)	98%	0.4%	1%	0%
University of Helsinki (N = 11,492)	91%	5%	4%	0.5%



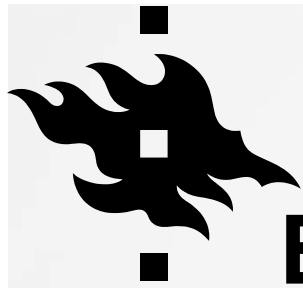
- **QUALITATIVE CORRELATION
BETWEEN EDUCATION AND
EMPLOYMENT, SATISFACTION
WITH DEGREE**



CORRELATION BETWEEN EDUCATION AND EMPLOYMENT, GRADUATES OF 2017 (CAREER MONITORING SURVEY, AUTUMN 2022)

- The questions were asked on a six-level scale. The share includes response options 4–6 (slightly satisfied/satisfied/very satisfied; slightly agree/agree/fully agree).
- Requirements of current job correspond well to academic qualifications: 83% of respondents ↓
- The skills and knowledge learned at the university can be applied well in the current job: 83% ↓
- Studies equipped respondents sufficiently for working life: 65% ↓
- Satisfaction with the degree in terms of career: 85% ↓

Symbol	Meaning	Symbol	Meaning
↑	The value has increased from the previous survey, and the change is statistically significant.	↓	The value has decreased from the previous survey, but the change is statistically insignificant.
⋮	The value has changed from the previous survey, but the change is statistically insignificant.	↓	The value has decreased from the previous survey, and the change is statistically significant.
↔	No change between surveys (change below one percentage point)		



KEY OBSERVATIONS, CORRELATION BETWEEN EDUCATION AND EMPLOYMENT (CAREER MONITORING SURVEY 2022)

- The majority (83%) of the 2017 graduates feel that their job at the time of responding to the survey matches their university education and that they can use the knowledge and skills acquired at university in their job.
- The graduates expressed their strongest criticism in their assessment of whether their education equipped them sufficiently for the job market. Roughly two-thirds (65%) agree at least somewhat with this statement. The assessment is worse than that for graduates of 2016 (69%). However, the change is statistically insignificant.
- Differences between faculties are partly significant in the assessment of the correlation between education and employment.

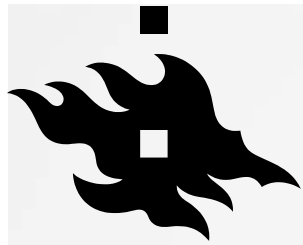


CORRELATION BETWEEN EDUCATION AND EMPLOYMENT, GRADUATES OF 2017 BY FACULTY

Career monitoring survey 2022

Faculty, number of respondents in parentheses	The requirements of the current job correspond well with the respondent's academic qualifications.*	The skills and knowledge learned at the university can be applied well in the current job.*	Studies equipped graduates sufficiently for working life.*	Satisfied with the degree in terms of career*
Biological and Environmental Sciences (58)	81%	79%	69%	84%
Veterinary Medicine (36)	94%	94%	78%	89%
Pharmacy (65–68)	88%	86%	84%	76%
Arts (207–209)	74%	75%	52%	75%
Educational Sciences (169–171)	85%	86%	61%	87%
Medicine (80–82)	92%	95%	82%	95%
Agriculture and Forestry (99–100)	69%	81%	63%	83%
Faculty of Science (117–120)	86%	85%	74%	93%
Law (96)	94%	86%	67%	94%
Theology (62–64)	79%	76%	58%	76%
Social Sciences (172–174)	84%	82%	65%	87%
H University of Helsinki (1,164–1,174)	83%	83%	65%	85%

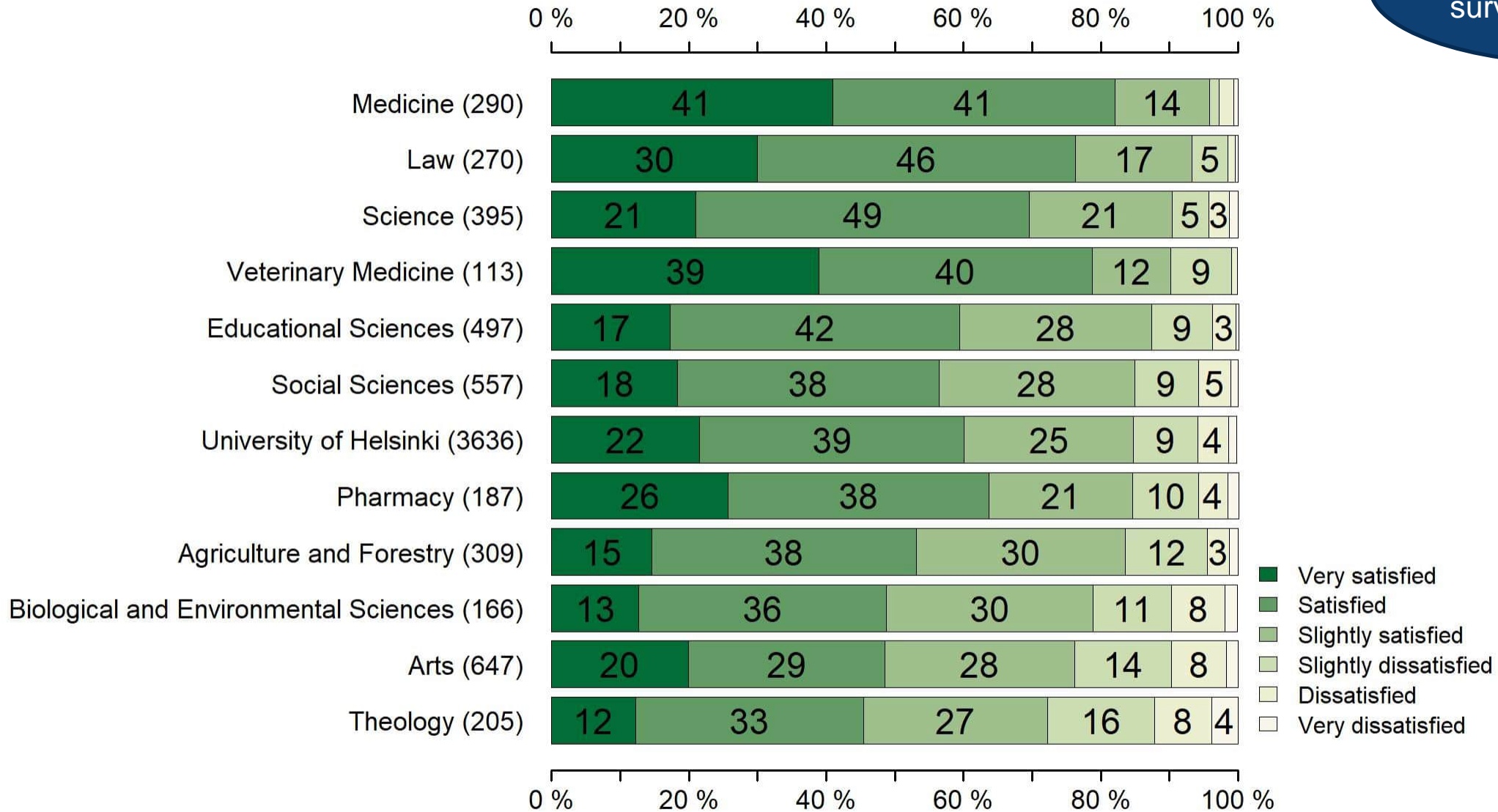
*satisfied, slightly agree/agree/fully agree).



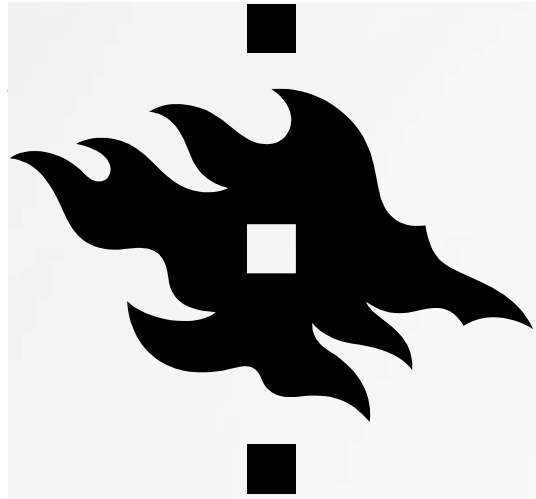
HIGH SATISFACTION WITH DEGREES (CAREER MONITORING SURVEY 2022)

- Graduates of the University of Helsinki from 2016 are very satisfied with their degree in terms of their career. The share of satisfied graduates has remained almost unchanged from the previous survey (86% → 85%).
- The share of graduates satisfied with their degree varies slightly by faculty. The highest degree of satisfaction is found in the Faculty of Medicine (95%), the Faculty of Law (94%), the Faculty of Science (93%) and the Faculty of Veterinary Medicine (89%), and the lowest in the Faculty of Arts (75%), the Faculty of Theology (76%) and the Faculty of Pharmacy (76%).
- To a certain extent, the distribution of responses highlights the difference between fields of education that prepare students either for a particular profession or role, or for a wide range of specialist positions. The correlation between education and employment is, on average, assessed more positively in the former than in the latter fields. However, it is important to note that views *also* differ significantly within faculties and fields of education.

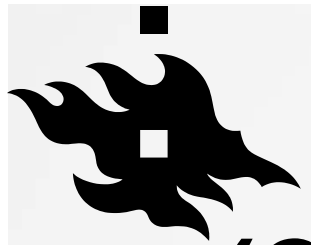
Overall satisfaction with the degree in terms of career



The graph displays information on the graduates of 2015-2017. Number of respondents in brackets.

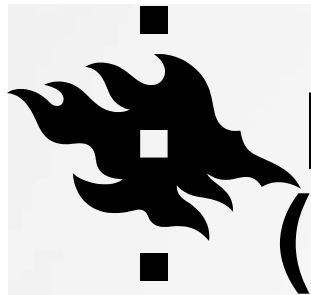


FACTORS AFFECTING EMPLOYMENT



FACTORS AFFECTING EMPLOYMENT (CAREER MONITORING SURVEY, AUTUMN 2022)

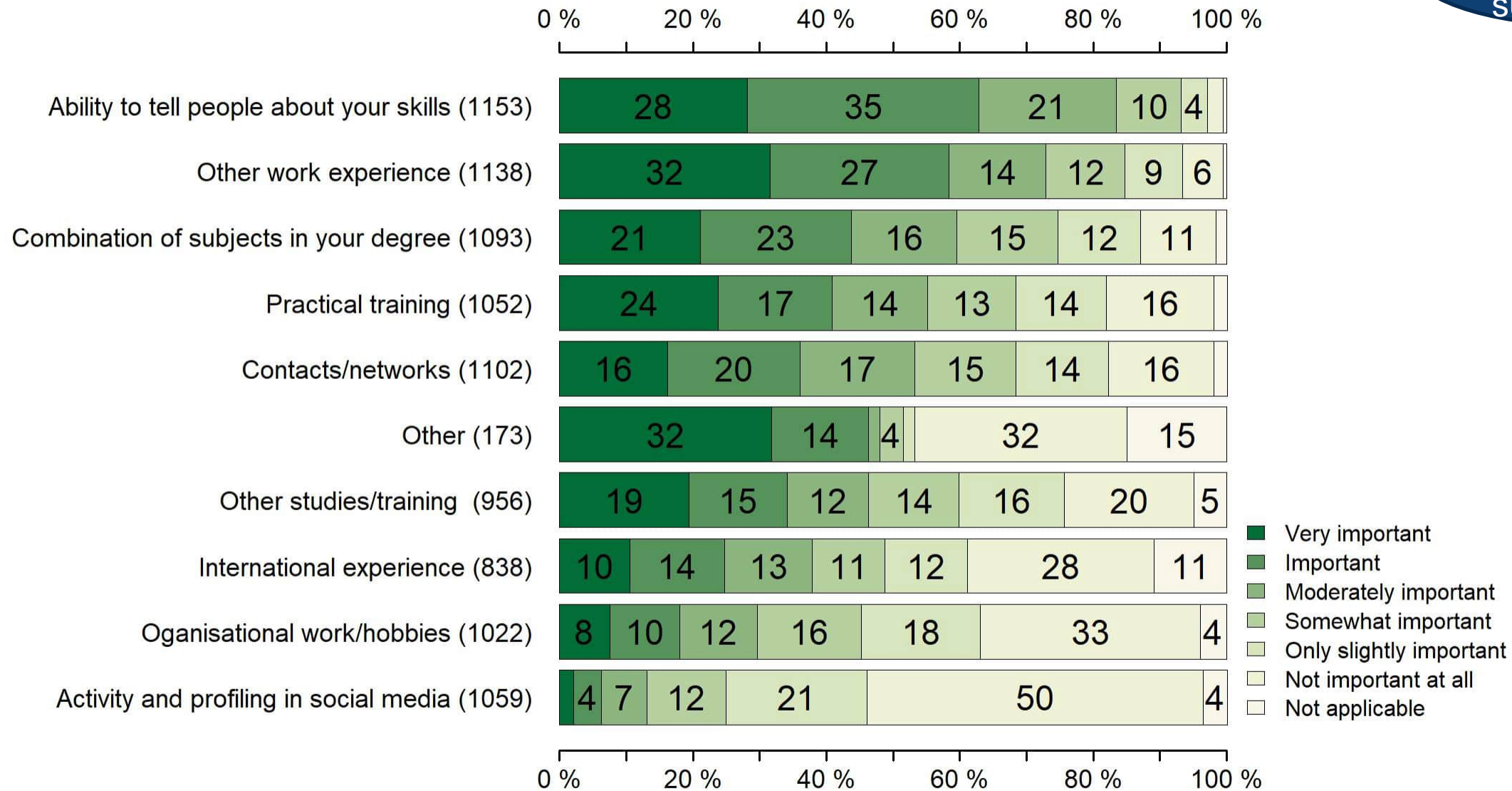
- Key factors affecting employment*
 - Ability to tell people about your skills, 83%
 - Other work experience, 73%
 - Combination of subjects in your degree, 60%
 - Practical training, 55%
 - Contacts and networks, 53%
 - Other factor, 49%
 - Other studies or training, 46%
 - International experience, 38%
 - Experience relating to organisational work or hobbies, 30%
 - Activity and profiling in social media, 13%



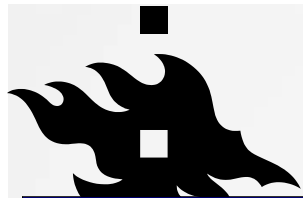
FACTORS AFFECTING EMPLOYMENT (CAREER MONITORING SURVEY 2022)

- According to the respondents, their ability to tell people about their skills is the single most important factor affecting employment. Graduates from different faculties agree on this.
- Work experience, the combination of subjects in the degree, practical training related to the studies, contacts and networks, and field-specific other factors are important factors affecting employment. However, there is significant faculty- and field-specific variation in the assessment of the significance of these factors.
- It is essential to note that international experience, organisational work or hobbies as well as social media activity have been important or highly important for the employment of some respondents, even though these factors are not ranked at the top in the University-level analysis.

The factors that have affected employment



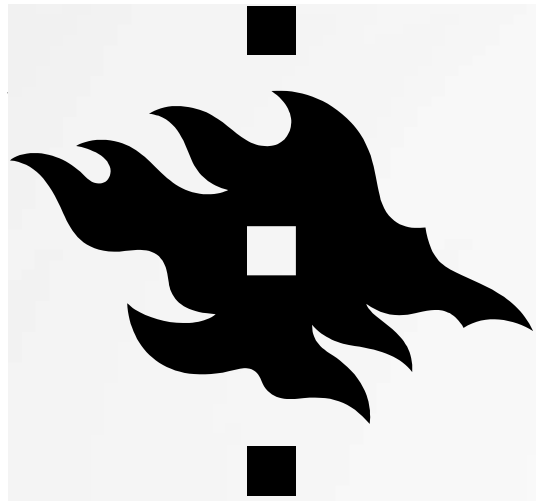
The graph displays information on the graduates of 2017 Number of respondets in brackets.



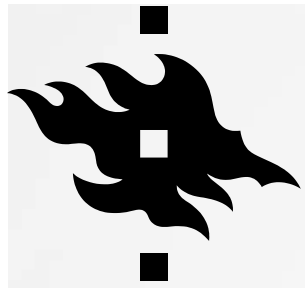
FACTORS AFFECTING EMPLOYMENT, GRADUATES OF 2017

Career monitoring survey 2022

	Biological and Environmental Sciences	Veterinary Medicine	Pharmacy	Arts	Education al Sciences	Medicine	Agriculture and Forestry	Science	Law	Theology	Social Sciences	UH
Ability to tell people about your skills	82%	86%	73%	84%	86%	65%	88%	89%	85%	82%	86%	83%
Other work experience	74%	53%	61%	74%	74%	54%	83%	63%	80%	73%	86%	73%
Combination of subjects in your degree	70%	48%	45%	64%	63%	51%	58%	73%	52%	44%	57%	60%
Practical training	63%	35%	66%	51%	46%	70%	58%	49%	63%	54%	58%	55%
Contacts or networks	48%	49%	50%	53%	52%	41%	59%	56%	47%	67%	57%	53%
Other factor	64%	33%	36%	55%	45%	37%	46%	52%	45%	59%	52%	49%
Other studies or training	65%	28%	39%	52%	48%	33%	47%	40%	40%	57%	49%	46%
International experience	35%	12%	24%	43%	20%	19%	53%	44%	51%	41%	46%	38%
Experience relating to organisational work or hobbies	26%	22%	16%	38%	27%	11%	25%	24%	23%	60%	39%	30%
Activity and profiling in social media	2%	0%	15%	13%	7%	6%	20%	16%	8%	21%	22%	13%

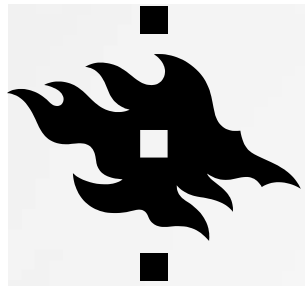


LABOUR-MARKET SKILLS NEEDS AND SKILLS GAINED FROM THE STUDIES



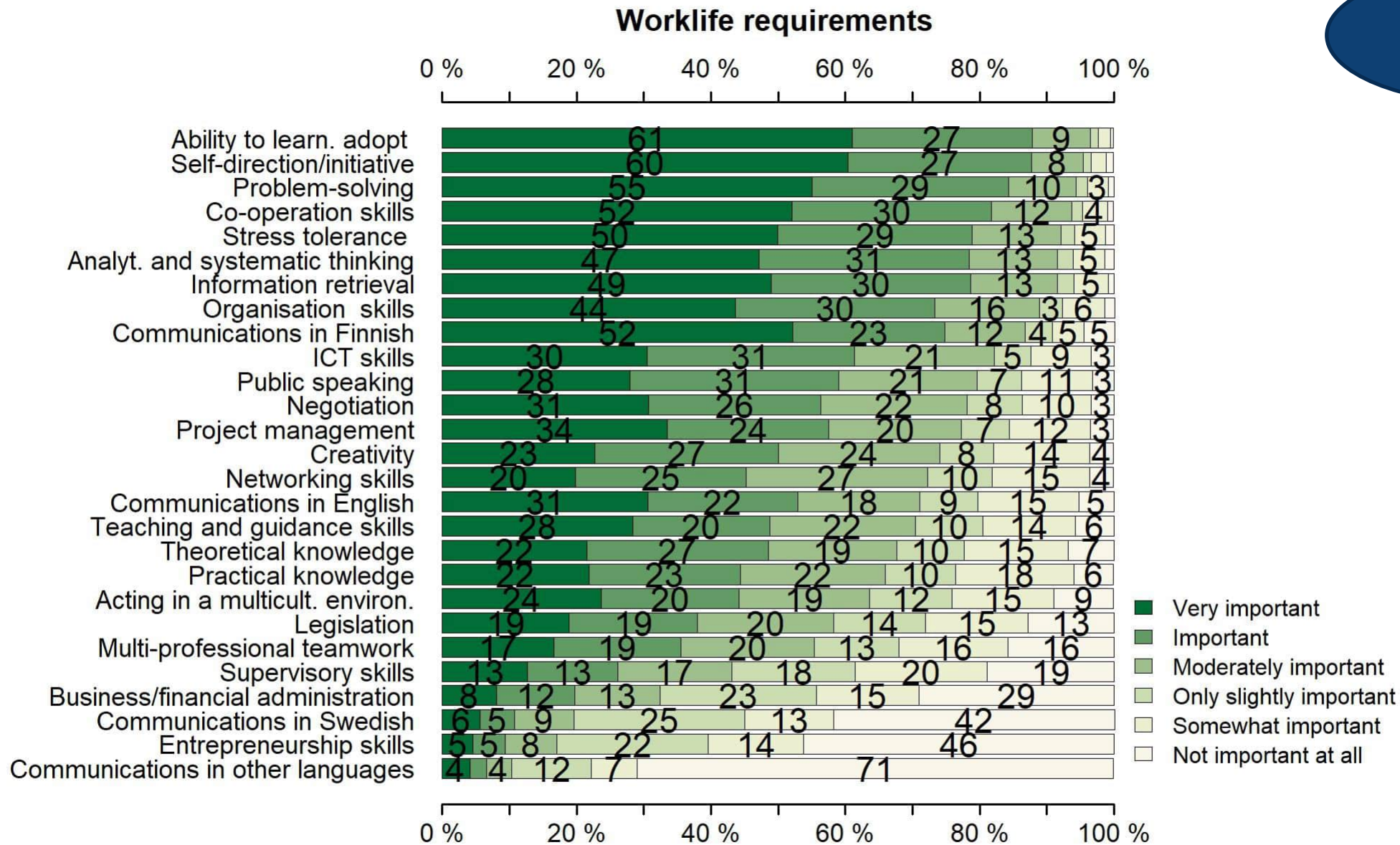
LABOUR-MARKET SKILLS NEEDS AND SKILLS GAINED FROM THE STUDIES (CAREER MONITORING SURVEY 2022)

- Key areas of knowledge and skills needed in the current job:
 - Ability to learn and adopt new things
 - Self-direction/initiative
 - Problem-solving skills
 - Cooperation skills
 - Stress tolerance
 - Analytical and systematic thinking skills
- Key skill sets where the most development will be seen in the future
 - Self-regulation skills (e.g., ability to learn and adopt new skills, stress tolerance, ability to take initiative, curiosity)
 - Thinking skills (e.g., problem-solving, decision-making, analytical skills, critical thinking skills and creativity)
 - Knowledge integration (e.g., theoretical skills within your own field, practical skills within your own field, skills in information retrieval, interdisciplinary skills/inter-art skills)



LABOUR-MARKET SKILLS NEEDS (CAREER MONITORING SURVEY 2022)

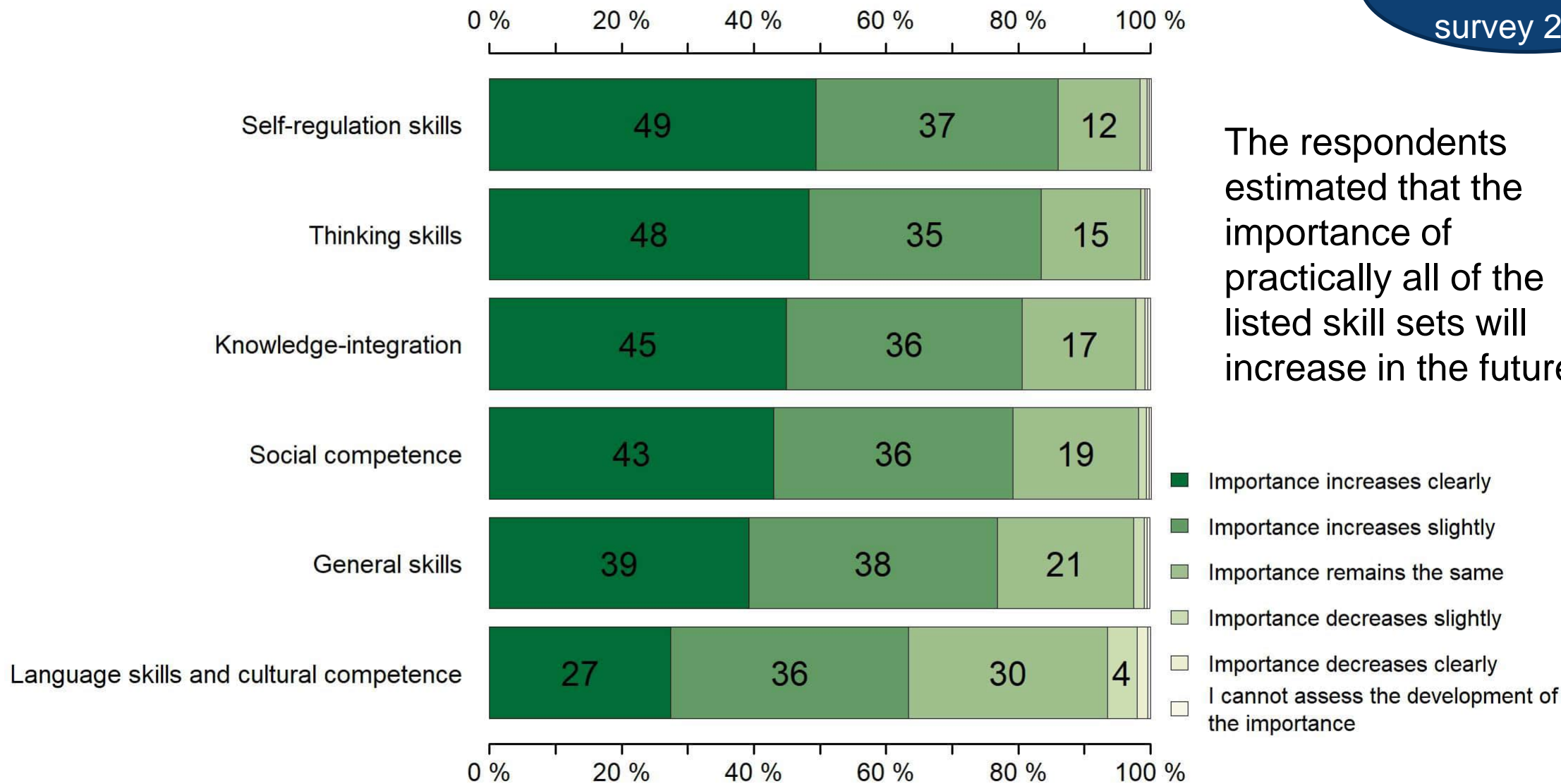
- The master's career monitoring surveys of Finnish universities ask respondents to assess the knowledge and skills needed in their current job and the skills gained from the academic degree completed five years ago. The assessment of the labour-market skills needs is recent, from the time of the survey (autumn 2022).
- The respondents' assessments of the skills required in their work at the time of responding to the survey naturally vary according to the type of duties they perform and their field of education.
- However, certain skills are important for practically all graduates of the University of Helsinki in their work. Examples include the ability to learn and adopt new things as well as self-direction/initiative, cooperation skills, problem-solving skills and stress tolerance.
- However, it is important to note that the knowledge and skills with the lowest mean scores (including entrepreneurship skills or communication in Swedish) were extremely important to some respondents in their job at the time of the survey. In fact, the distribution of opinions is more interesting than the mean score from the perspective of the development of education.



The graph displays information on the graduates of 2017

	Biological and Environmental Sciences	Veterinary Medicine	Pharmacy	Arts	Educational Sciences	Medicine	Agriculture and Forestry	Science	Law	Theology	Social Sciences	UH
Ability to learn and adopt new things	98%	100%	96%	94%	98%	96%	92%	97%	100%	97%	97%	97%
Self-direction and initiative	97%	100%	89%	93%	99%	95%	92%	97%	98%	95%	96%	95%
Problem-solving skills	97%	94%	94%	89%	97%	98%	93%	97%	99%	89%	94%	94%
Cooperation skills	97%	100%	95%	89%	97%	99%	94%	91%	94%	94%	92%	94%
Stress tolerance	95%	100%	94%	89%	95%	95%	90%	87%	95%	87%	93%	92%
Information retrieval skills	95%	92%	96%	90%	87%	94%	91%	94%	98%	89%	91%	92%
Analytical and systematic thinking skills	88%	97%	93%	89%	86%	95%	91%	93%	100%	87%	95%	92%
Organisational and coordination skills	92%	97%	85%	86%	95%	86%	87%	86%	88%	90%	89%	89%
Communication in Finnish	70%	94%	88%	88%	93%	90%	85%	76%	96%	90%	83%	87%
ICT skills	83%	69%	83%	84%	90%	64%	84%	82%	88%	78%	80%	82%
Public speaking skills	82%	75%	73%	77%	92%	69%	74%	76%	85%	87%	78%	80%
Negotiation skills	79%	92%	67%	71%	90%	85%	78%	62%	84%	86%	77%	78%
Project management skills	78%	75%	66%	79%	86%	54%	81%	72%	74%	84%	83%	77%
Creativity	79%	58%	45%	79%	90%	68%	71%	80%	50%	79%	77%	74%
Networking skills	81%	75%	66%	67%	75%	55%	76%	70%	73%	76%	80%	72%
Communication in English	83%	69%	81%	69%	58%	73%	79%	78%	67%	56%	77%	71%
Teaching, instructional and guidance skills	67%	72%	63%	70%	94%	68%	64%	71%	57%	89%	56%	70%
Theoretical skills within your own field	72%	94%	82%	48%	75%	93%	63%	77%	74%	56%	56%	68%
Practical knowledge gained from the studies	51%	83%	78%	59%	75%	85%	57%	73%	51%	60%	64%	66%
Acting in a multicultural environment	66%	28%	58%	70%	80%	68%	64%	62%	39%	67%	61%	64%
Knowledge of legislation	49%	83%	73%	38%	71%	68%	59%	30%	97%	59%	56%	58%
Interdisciplinary/multi-professional teamwork	58%	28%	52%	55%	67%	68%	54%	48%	39%	57%	60%	55%
Supervisory or leadership skills	42%	44%	42%	35%	54%	36%	40%	41%	35%	65%	46%	43%
Knowledge of the basics of business/financial administration	25%	42%	31%	20%	23%	27%	55%	23%	53%	30%	43%	32%
Communication in Swedish	11%	8%	9%	29%	11%	19%	20%	13%	31%	21%	23%	20%
Entrepreneurship skills	14%	36%	13%	12%	14%	20%	21%	12%	19%	11%	25%	17%
Communications in other languages	5%	6%	5%	23%	7%	3%	8%	6%	5%	9%	13%	10%

Importance of the following skill sets within the five upcoming years



The respondents estimated that the importance of practically all of the listed skill sets will increase in the future.

The graph displays information on the graduates of 2017