

Silva Annual Conference , Denmark, May 2008

Forest coverage %
of land area

0 - 5

6 - 20

21 - 40

41 - 60

Career pathways of Euroforester graduates

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SLU, Southern Swedish Forest Research Centre, Alnarp

I. Euroforester programme

II. Graduate survey: asking what?

III. Selected preliminary results

Euroforester history

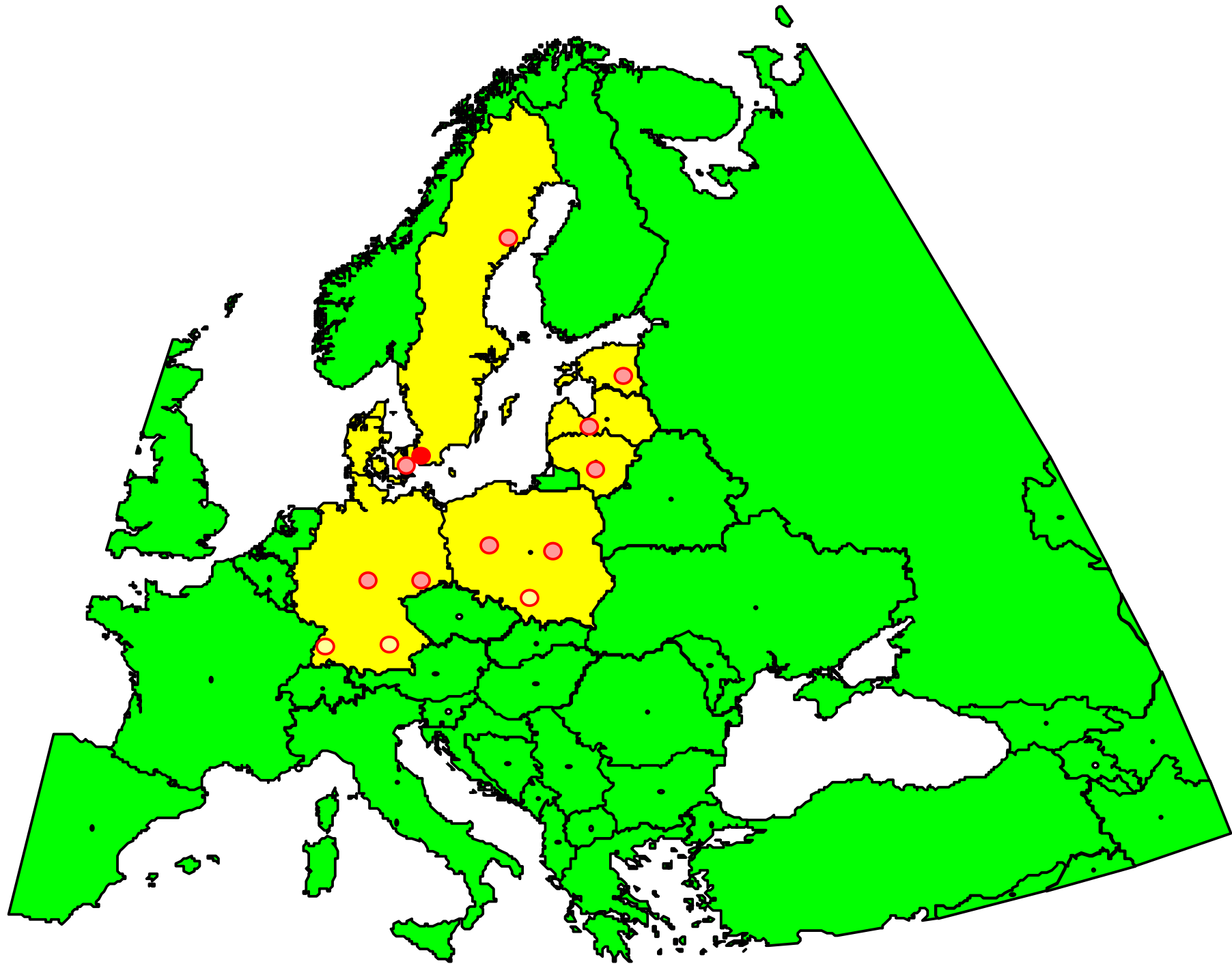


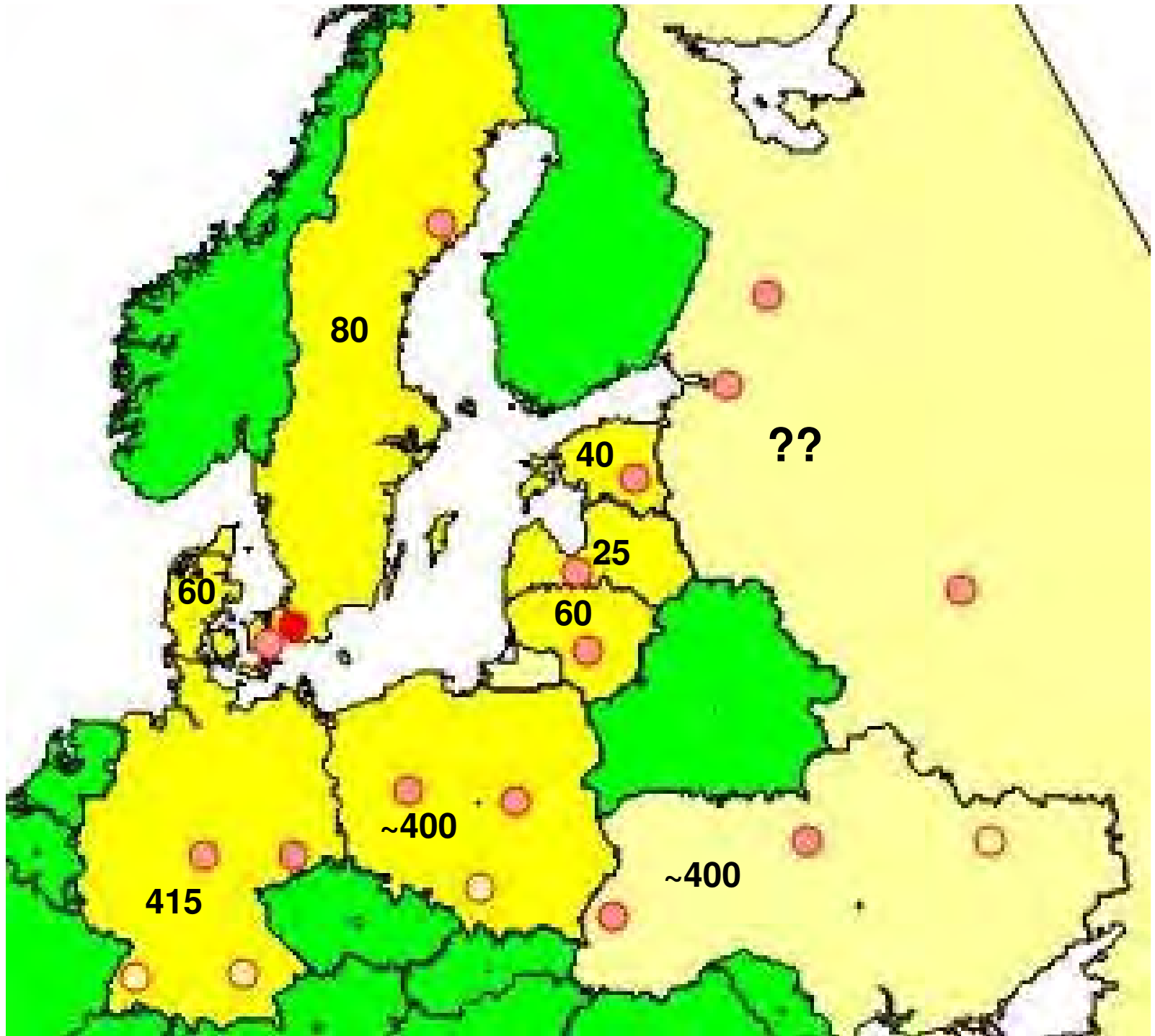
IKEA (20-25 annual scholarships)

Stora Enso (5 annual scholarships)

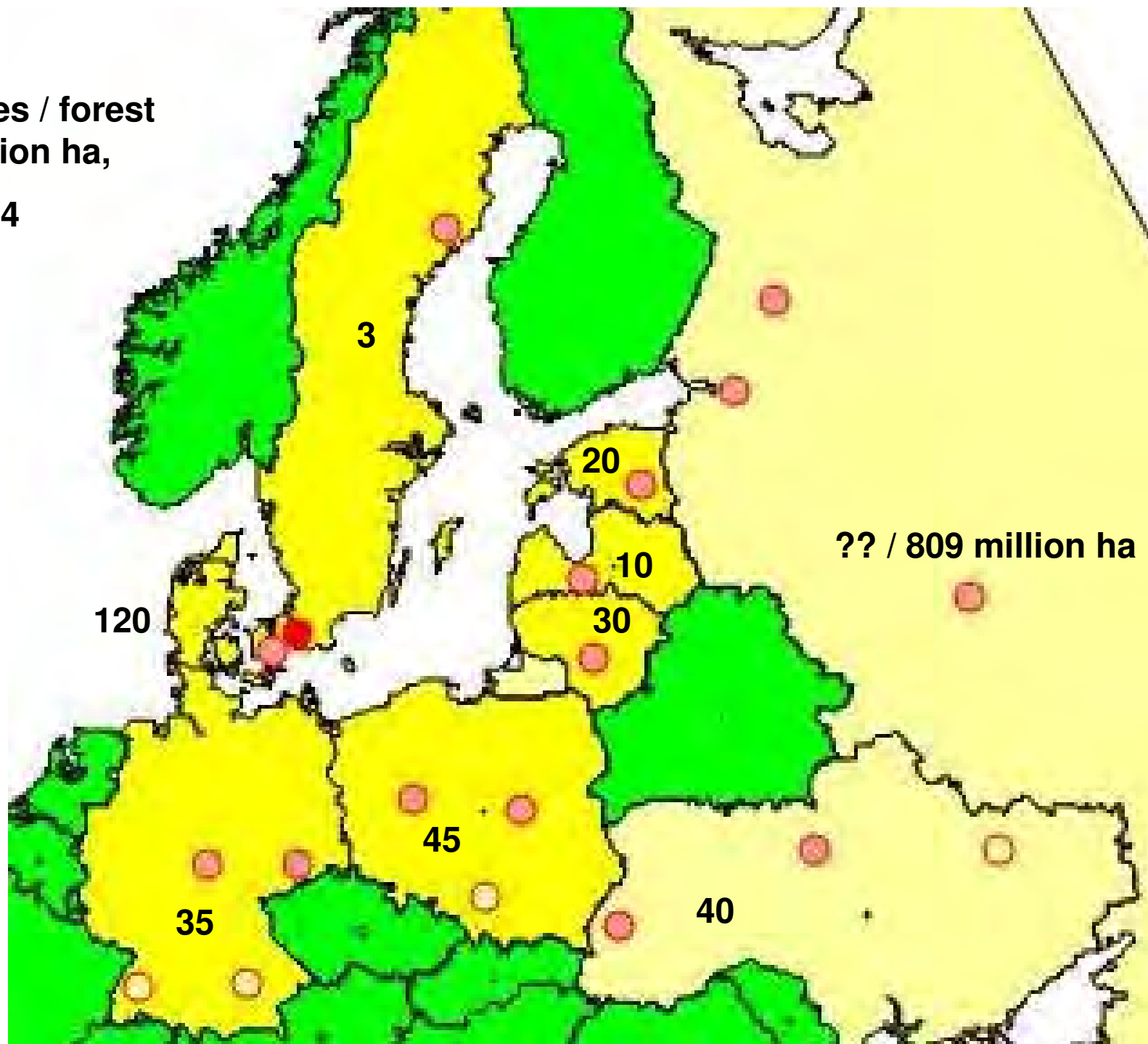
EU Socrates (Curriculum dev.)

Swedish Institute & Nordic Council of Ministers (networking, joint theses)





**Graduates / forest
area million ha,
Year 2004**





I. Euroforester structure

Year 1

Silviculture & ecology of even aged conifer forest	Forest management and planning
Forest and Society: processes, interactions & policies	Ecology and silviculture of deciduous forest

Year 2

Eligible courses
Master thesis

National requirements fulfilled?

No

Yes

Euroforester

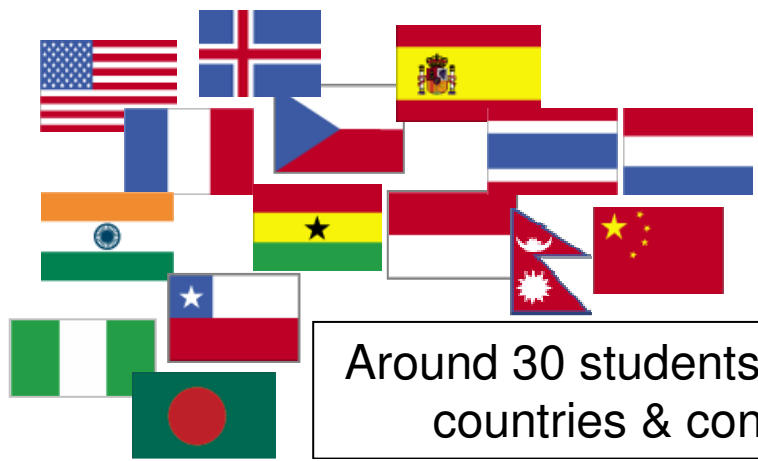
National degree

Supplementary courses

I. Euroforester

Programme for international students

	2001	2002	2003	2004	2005	2006	2007	Total
Poznan	4	3	3	3	4	4	3	24
Warsaw	2	3	3	3	3	4	4	22
Estonia	5	4	5	5	2	5	4	30
Latvia	5	4	4	5	4	3	3	28
Lithuania	4	6	5	3	4	2	4	28
Petrozavodsk			1	1	1	2	3	8
St. Petersburg			1	2	3	2	2	10
Moscow			1	4	3	4	2	14
Ukraine				3	3	3	5	14
total	20	20	23	29	27	29	30	178



Around 30 students from other countries & continents

Sweden	~ 40
Germany	~ 20



II. Graduate survey

What do we want to know?

- What and where do the graduates do?
- How do they think the university education impacted their career?
- How satisfied graduates are with their job?

In addition

- What are graduates' professional values?
- National versus international education
- If and how to maintain alumni network?

II. Graduate survey

contents

1. Personal data
2. Professional identity,
3. Education
4. Career
5. Job satisfaction
6. Euroforester network

Based on **Job Description Index (JDI)**,
measuring satisfaction with:

- Work at the present job
- Pay (salary)
- Opportunities for promotion
- Supervision
- Co-workers (people at the present job)

And **Job in General (JIG)**, scale measuring the
general satisfaction with the job in general

II. Graduate survey

Example of JDI scale: WORK ON PRESENT JOB

Think of the work you do at present. How well does each of the following words or phrases describe your work?

Choose: "Yes" if it describes your work

"No" if it does not describe it

"?" if you cannot decide

Fascinating:__

Routine:__

Satisfying:__

Boring:__

Good :__

Gives sense of accomplishment:__

Respected:__

Uncomfortable:__

Pleasant:__

Useful:__

Challenging:__

Simple:__

Repetitive:__

Creative:__

Dull:__

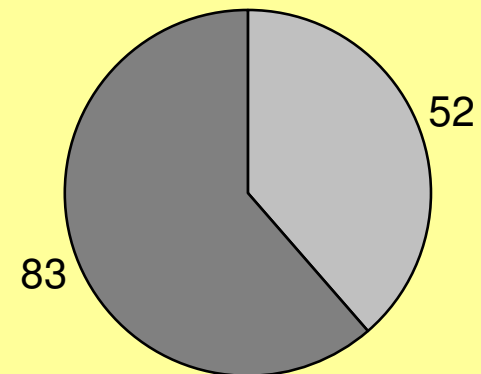
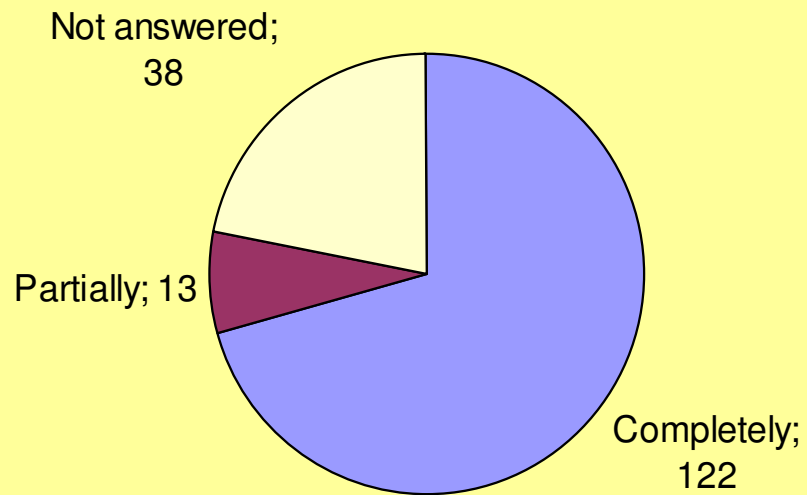
Uninteresting:__

Can see results:__

Uses my abilities:__

III. Selected results

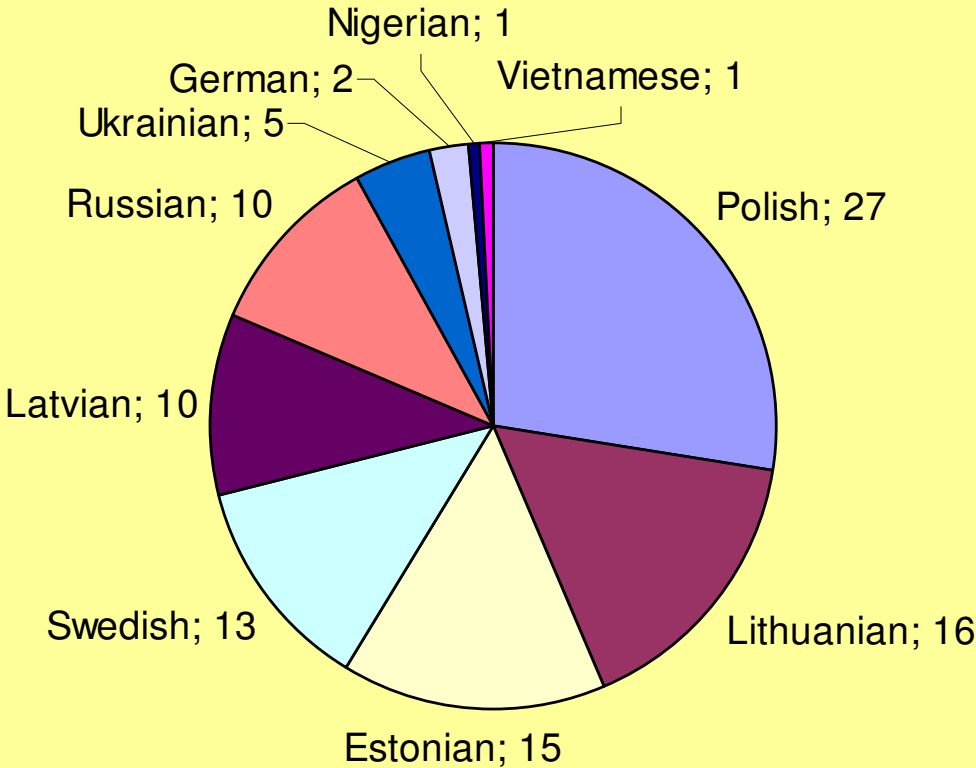
NUMBER OF ANSWERS



Female Male

Answering rate 70 % (78 %)

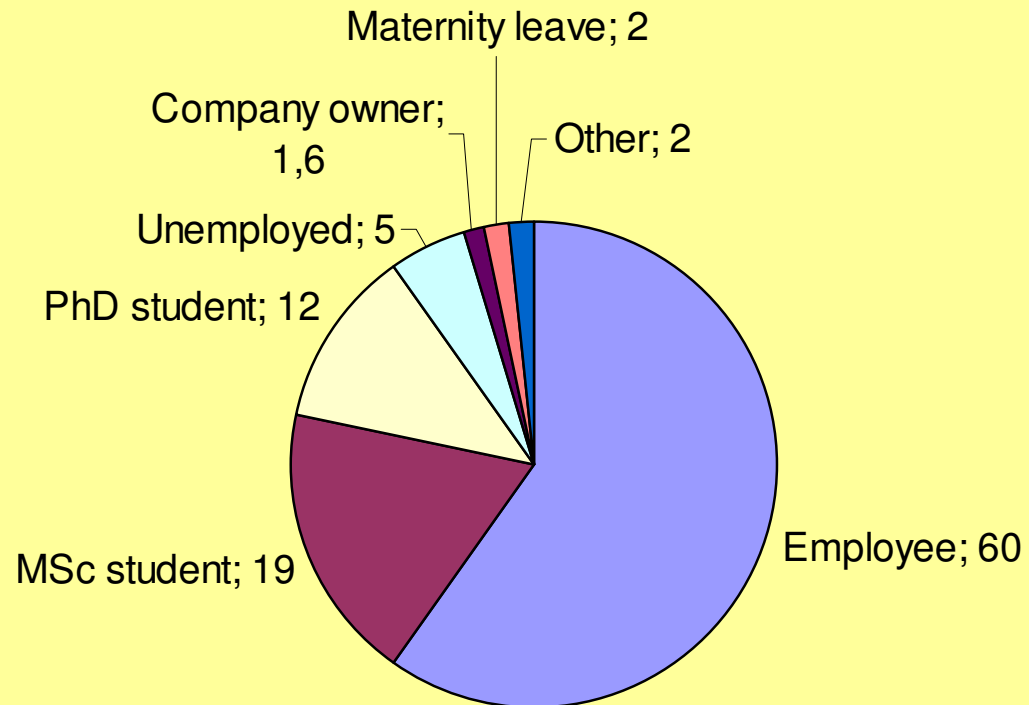
Distribution of respondents by NATIONALITY in %



CAREER



CURRENT OCCUPATION IN %



61 % employed at state and 29 % at private organisation

THE MAIN FACTORS FOR GETTING CURRENT JOB

Studies abroad (13)

English/language(s) skills (32)

Personal communication skills (23)

Marks from university (12)

Education/university degree (18)

Professional knowledge (10)

Personal networks/contacts/
knowing "right people"(22)

Previous (job) experience (18)

Being in right place in right time (3)

Luck (2)

Personality (2)

Good CV (2)

Personal ambitions (2)

Because of lack of specialists in my country (1)

Motivation (1)

Market skills (1)

Good skills in scientific writing (1)

Computer knowledge (1)

Published articles (1)

Usage of opportunity (1)

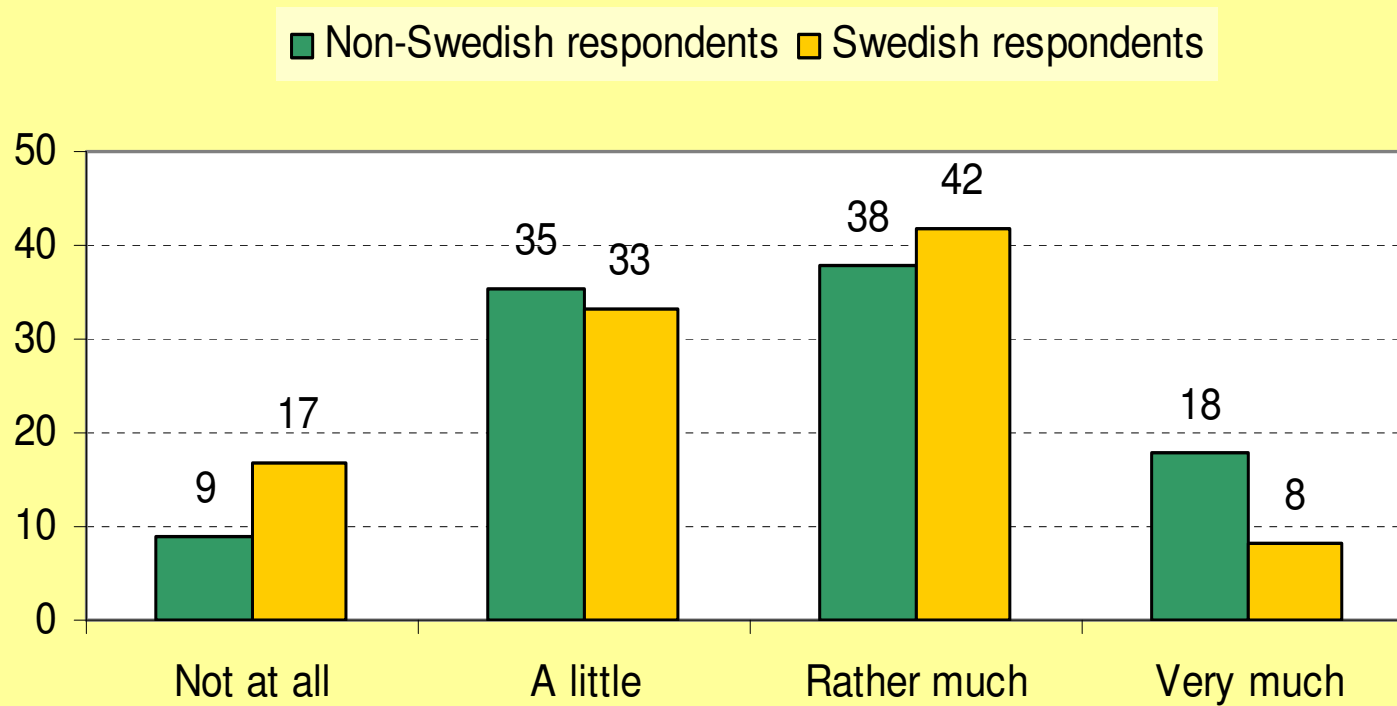
Enthusiastic life approach (1)

Quality of master thesis (1)

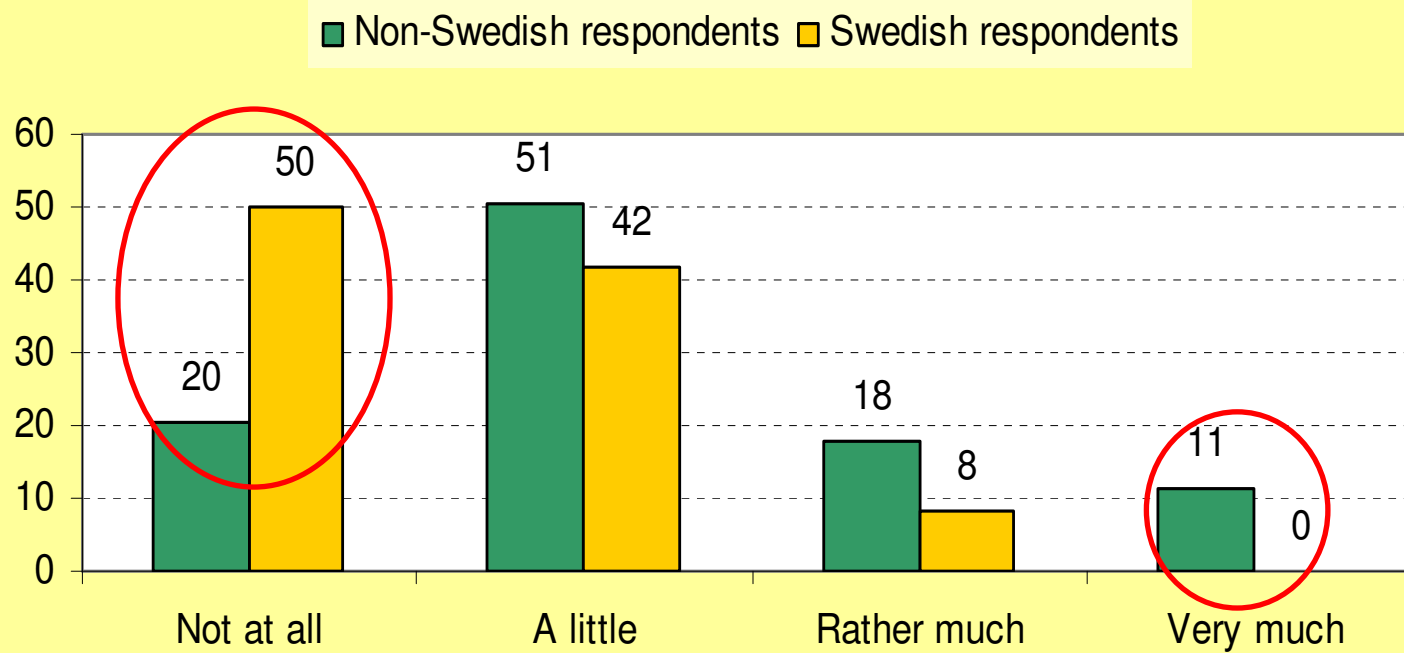
CAREER AND INTERNATIONAL BACKGROUND



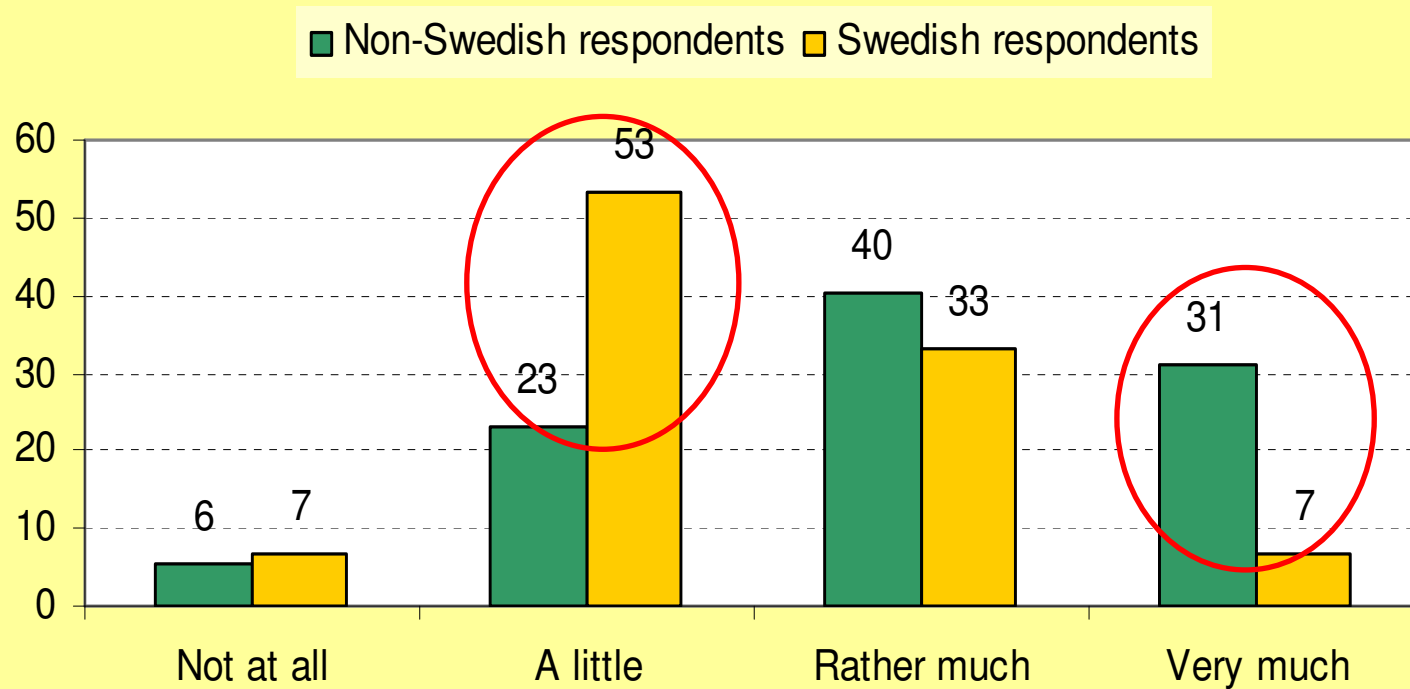
To what extent employee organisation benefited from your international background? Answers in %



Use of international network in current work position. Answers in %



To what extent the Euroforester programme contributed to your career? Answers in %



INTERNATIONAL BACKGROUND - COMMENTS

Positive comments
about career in
relation to
international
background (12)

Negative comments
about career in relation
to international
background (10)

Knowledge/skills
gained/ used (21)

Communication

Presentation

Modern trends

Teaching methods

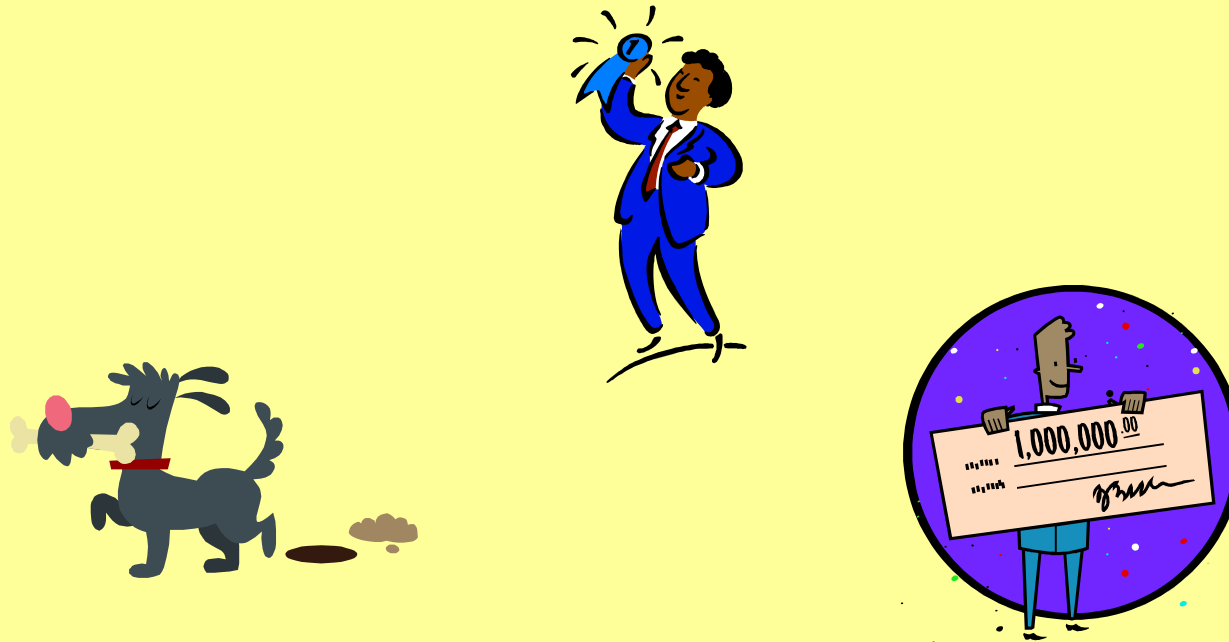
English...

Use of networks (2)

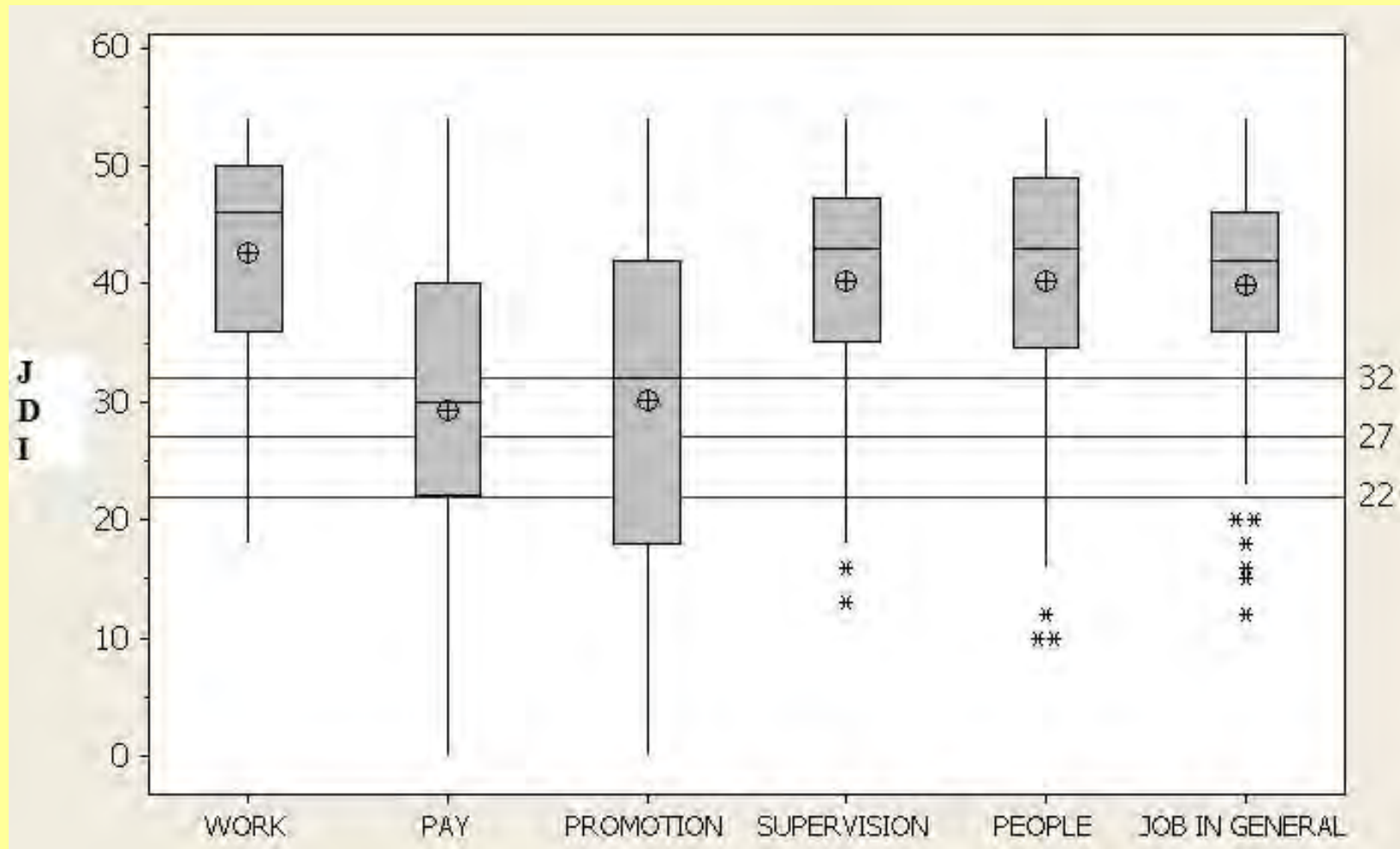
Social/Professional

Other (5)

JOB SATISFACTION

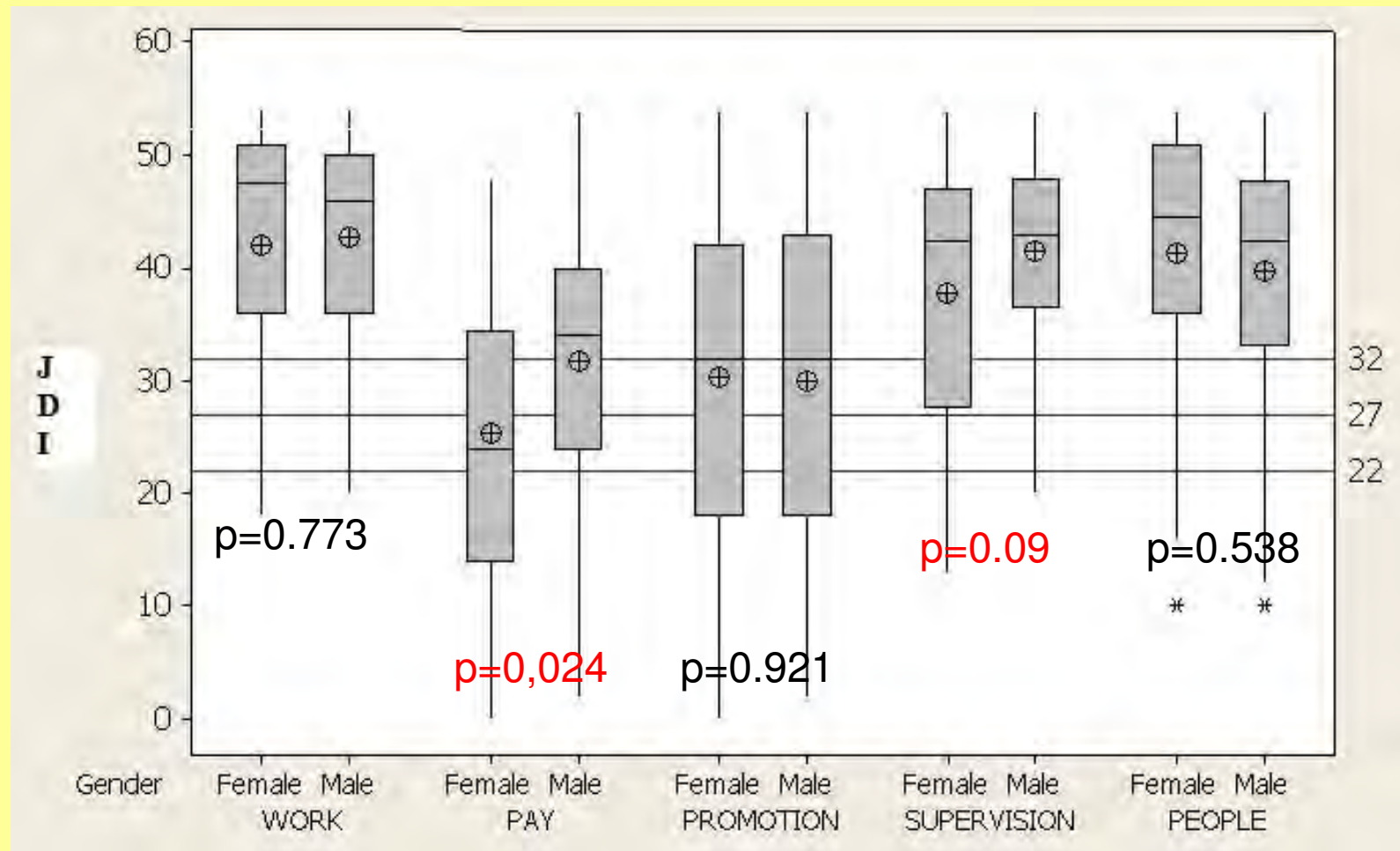


JOB DESCRIPTIVE INDEX - Distribution

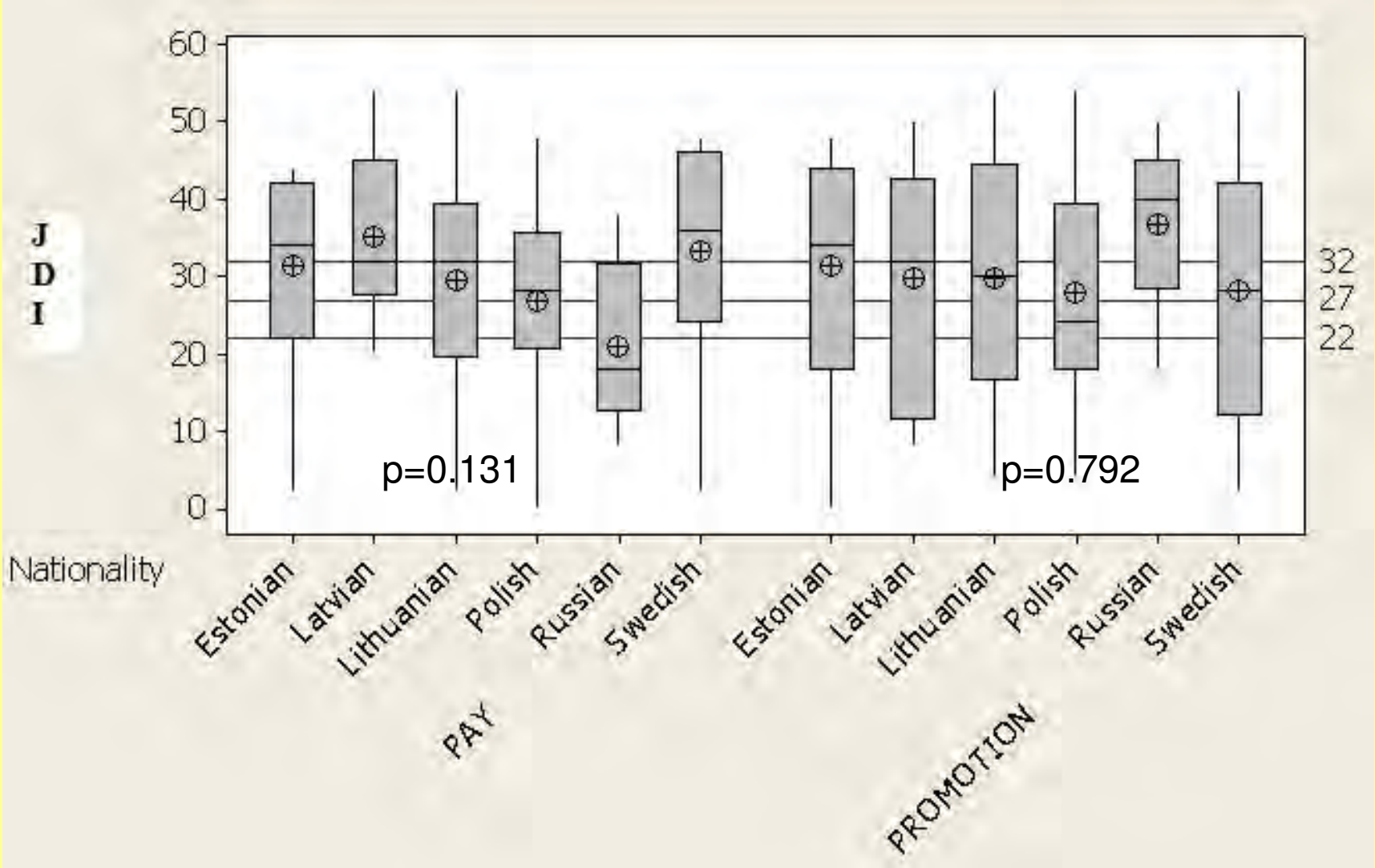


22 or below indicate dissatisfaction; 23-31 neither satisfied nor dissatisfied; 32 or more indicates satisfaction

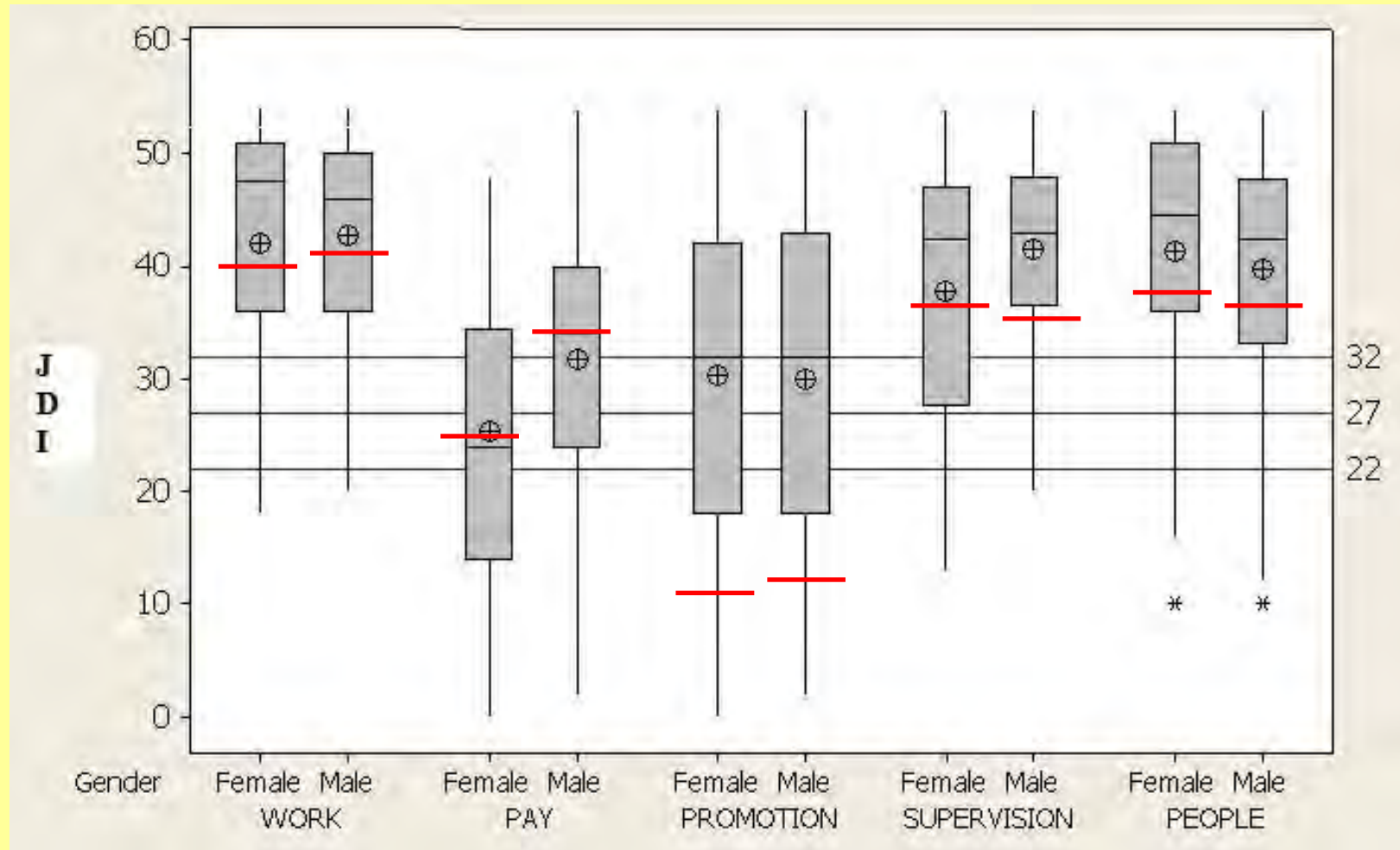
JDI by GENDER - Distribution



JOB SATISFACTION BY COUNTRY

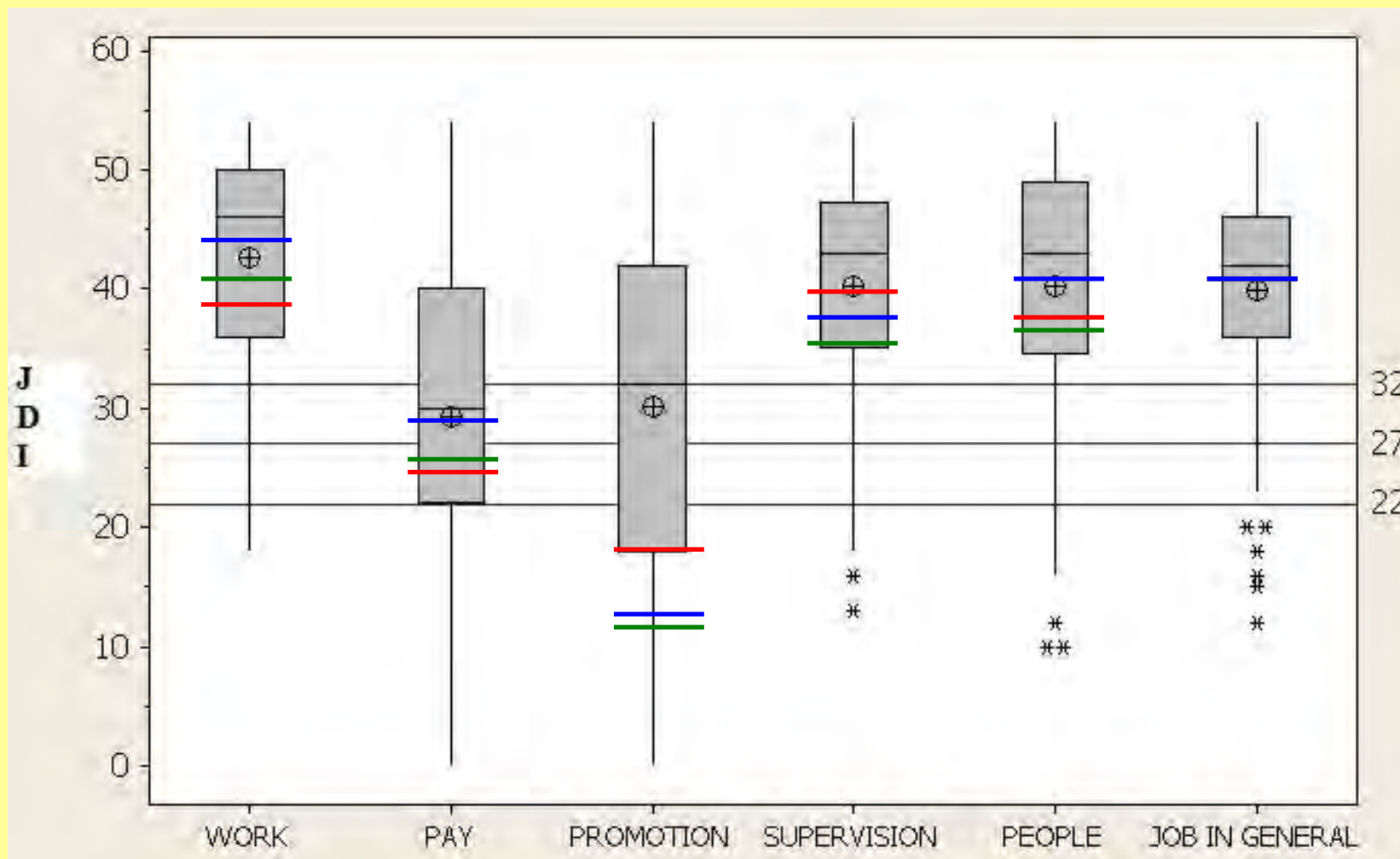


JOB SATISFACTION AND NATIONAL US NORMS



JOB SATISFACTION AND NATIONAL US NORMS

cont.

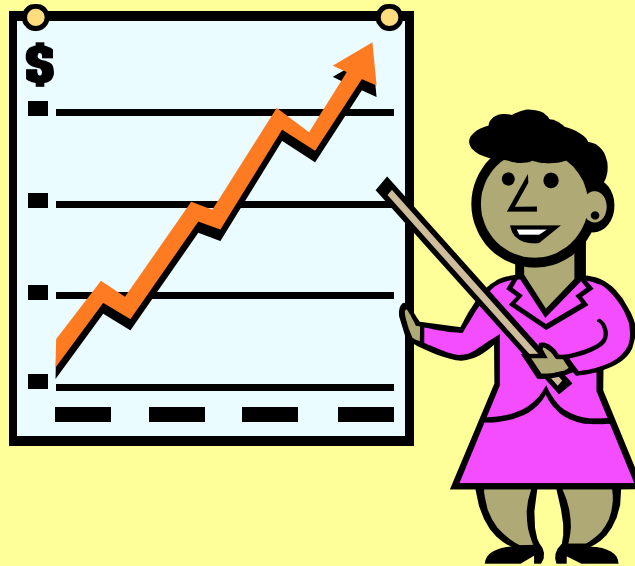


— 1 yr tenure

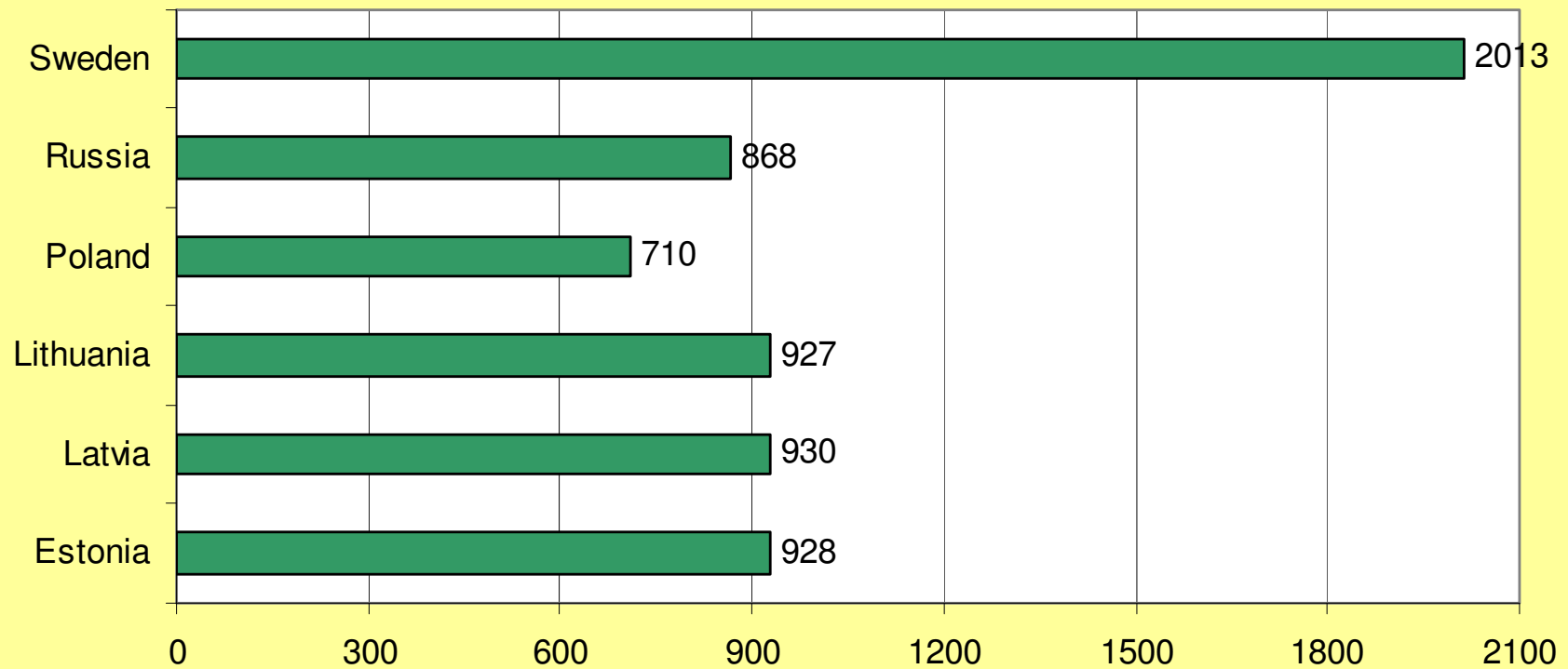
— 2-5 yrs tenure

— Graduate degree

INCOME



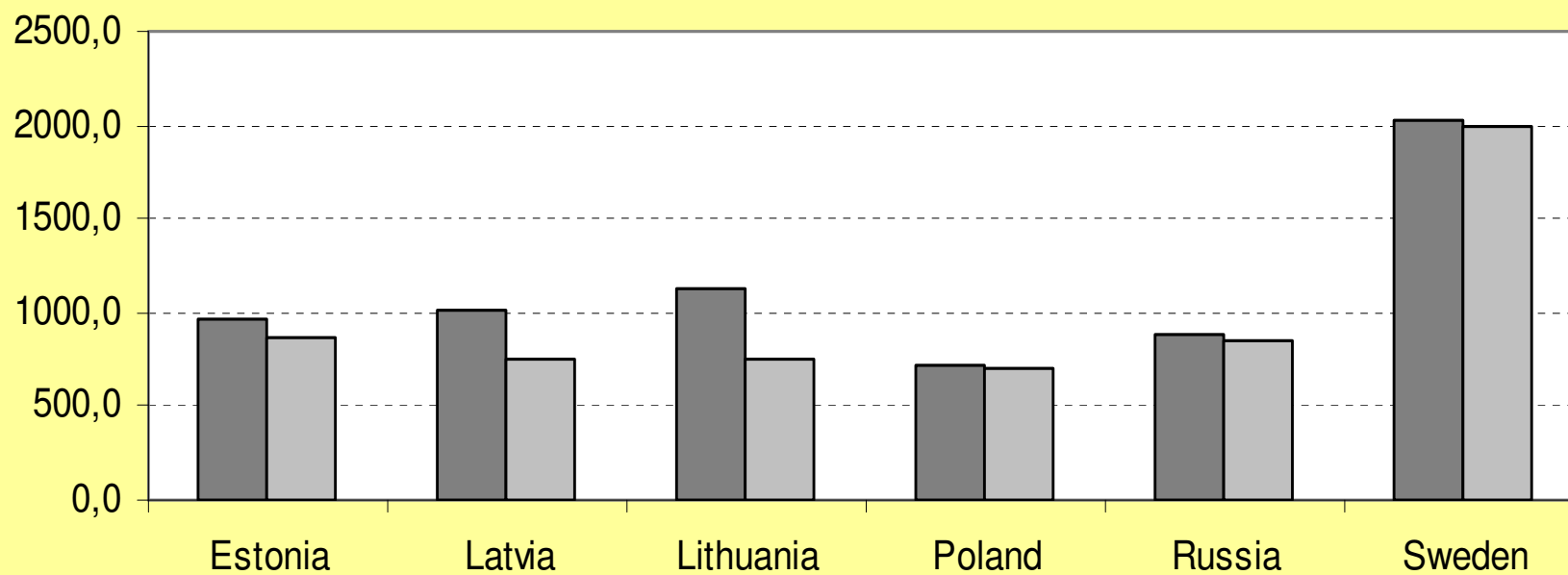
INCOME BY NATIONALITY in Euro/month



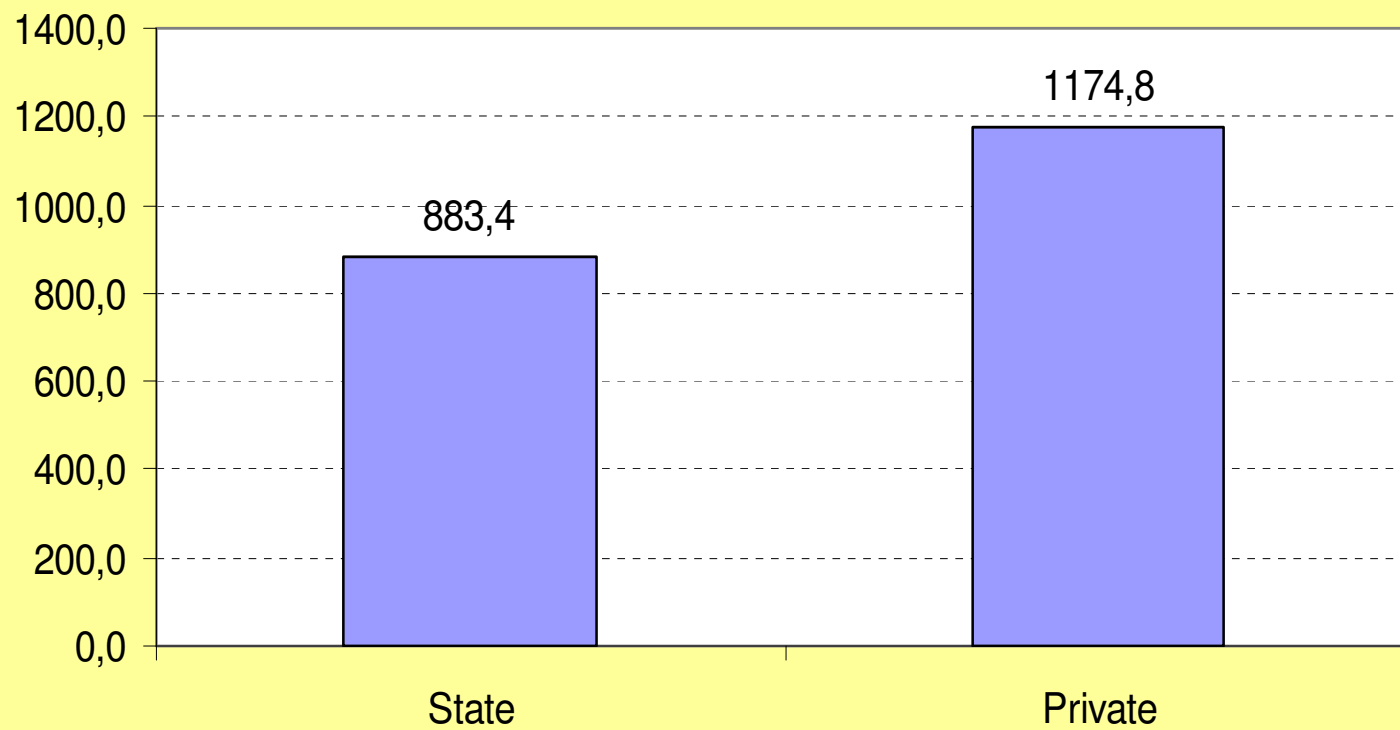
INCOME BY GENDER

in Euro/month

■ Male ■ Female

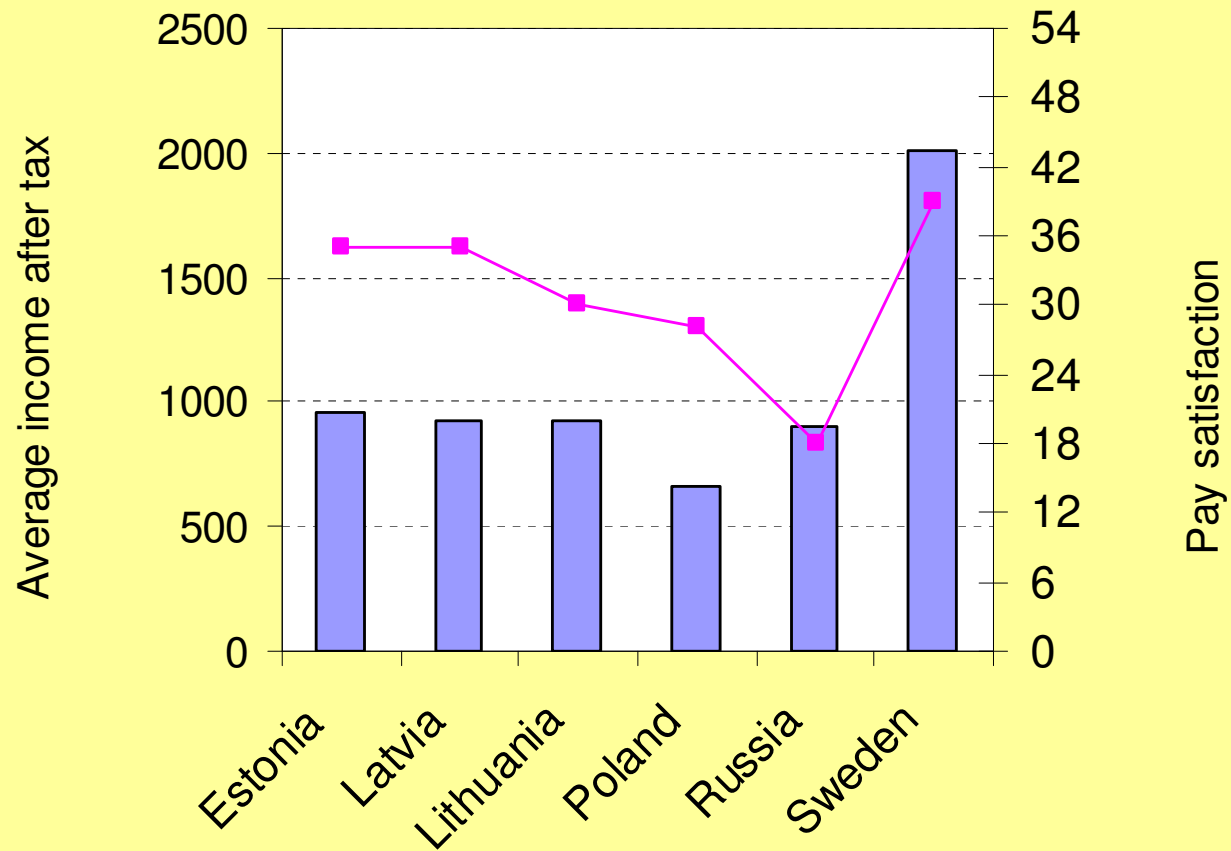


INCOME BY KIND OF WORK ORGANISATION in Euro/month

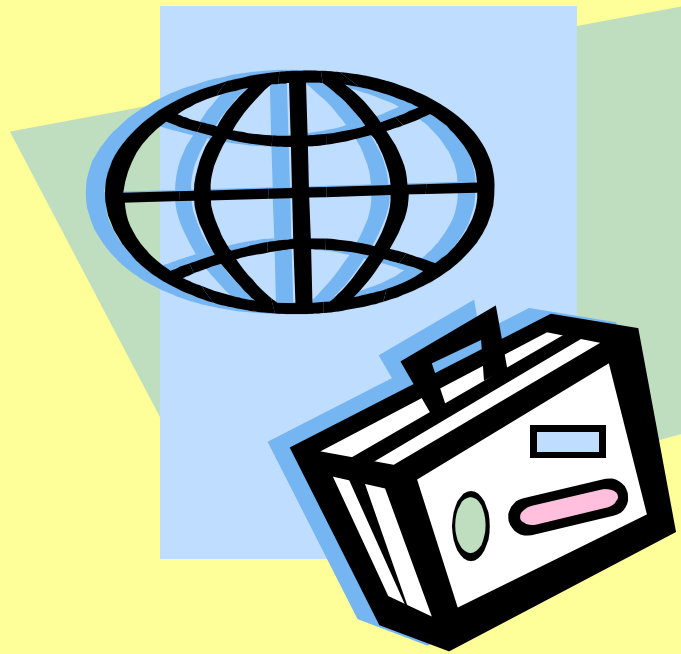


INCOME AND PAY SATISFACTION

in Euro/month

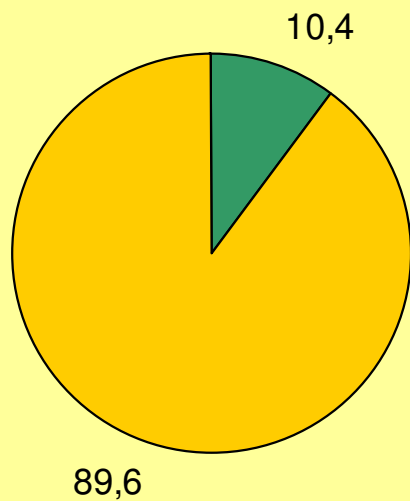


MOBILITY



COUNTRY OF PRESENT STAY in %

■ Abroad ■ Home country



E → W (11)

E → E (2)

W → E (1)



JOB SATISFACTION BY COUNTRY OF PRESENT STAY

