

Silva Annual Conference , Denmark, May 2008

Forest coverage %  
of land area

0 - 5

6 - 20

21 - 40

41 - 60

> 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

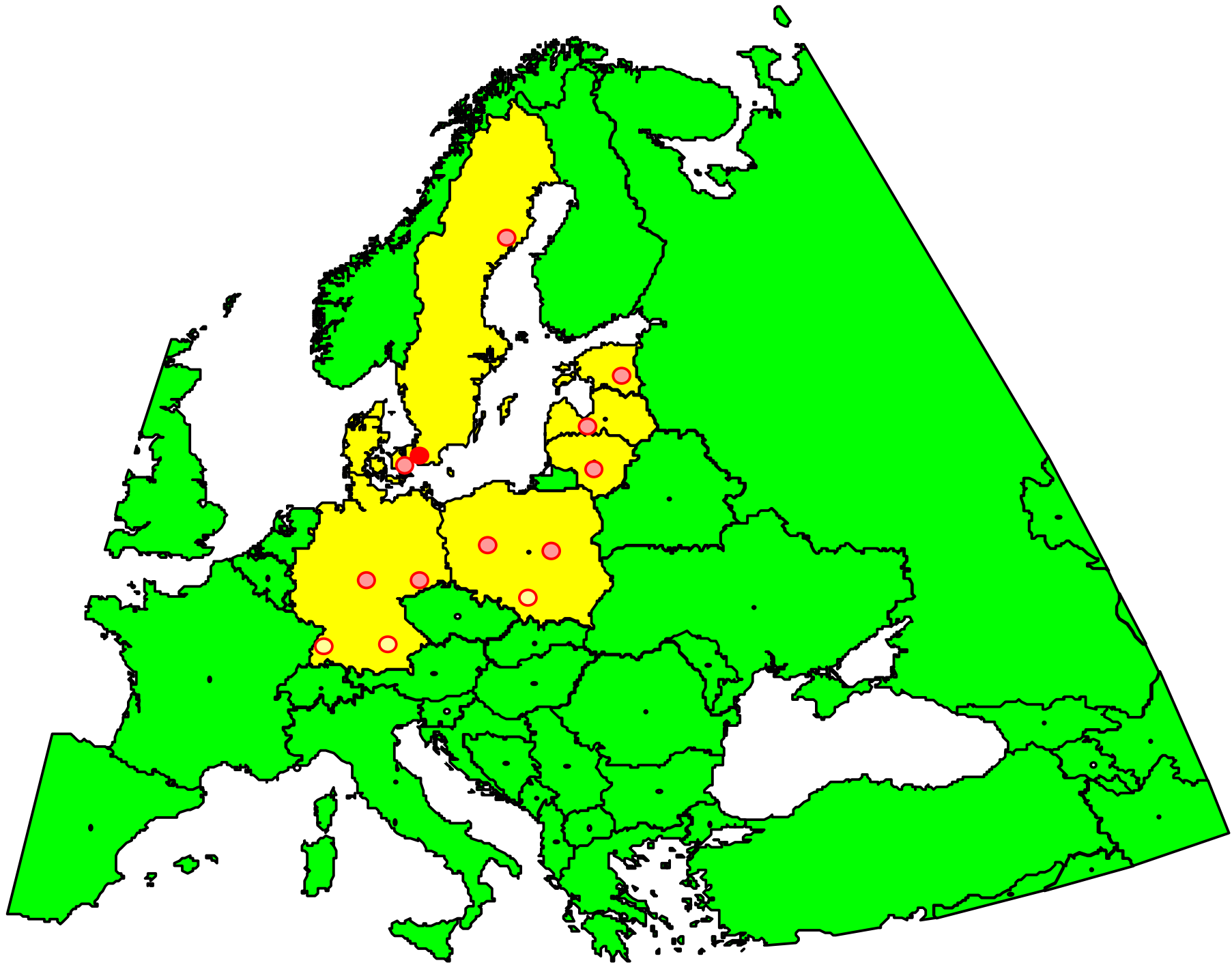


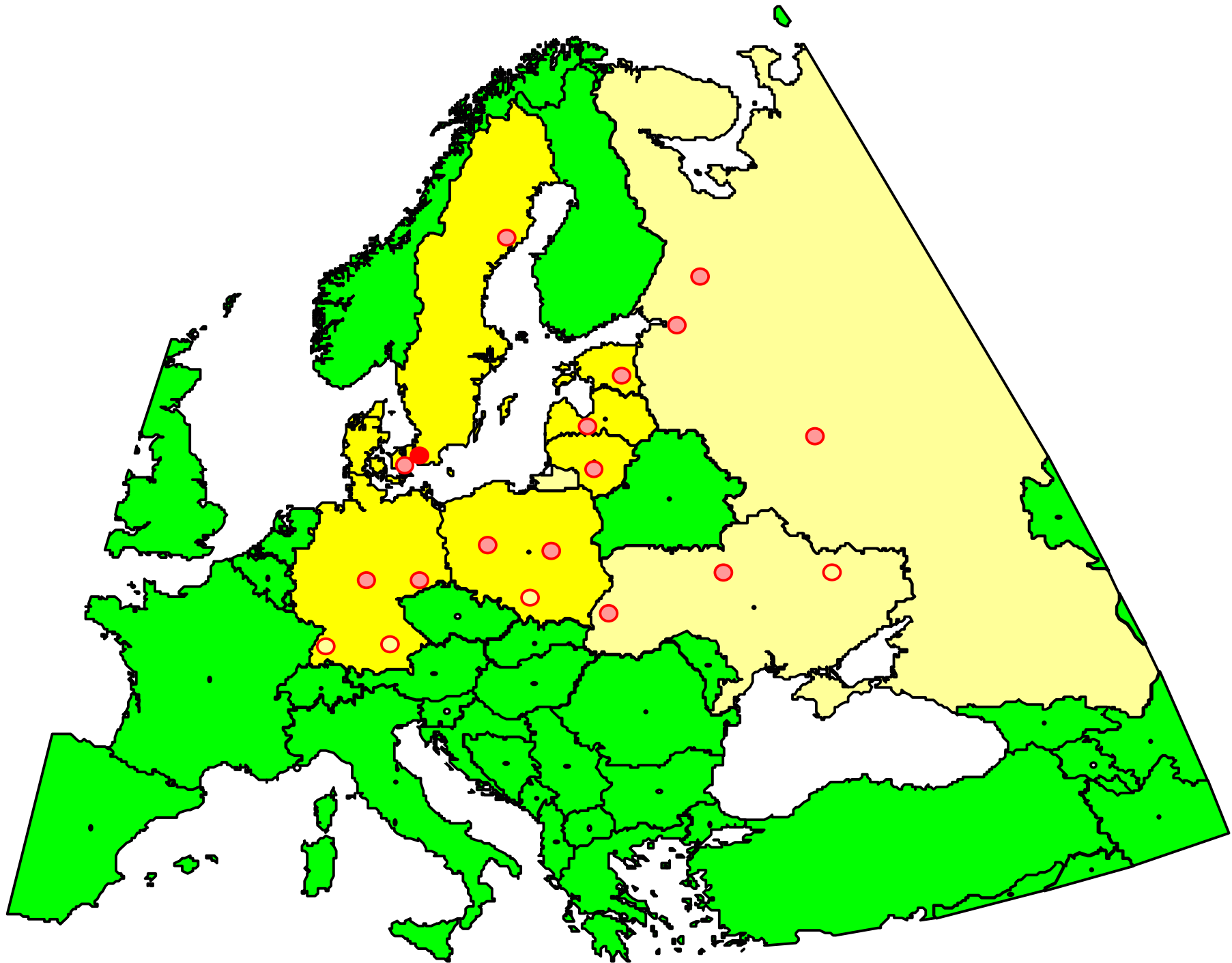
IKEA (20-25 annual scholarships)

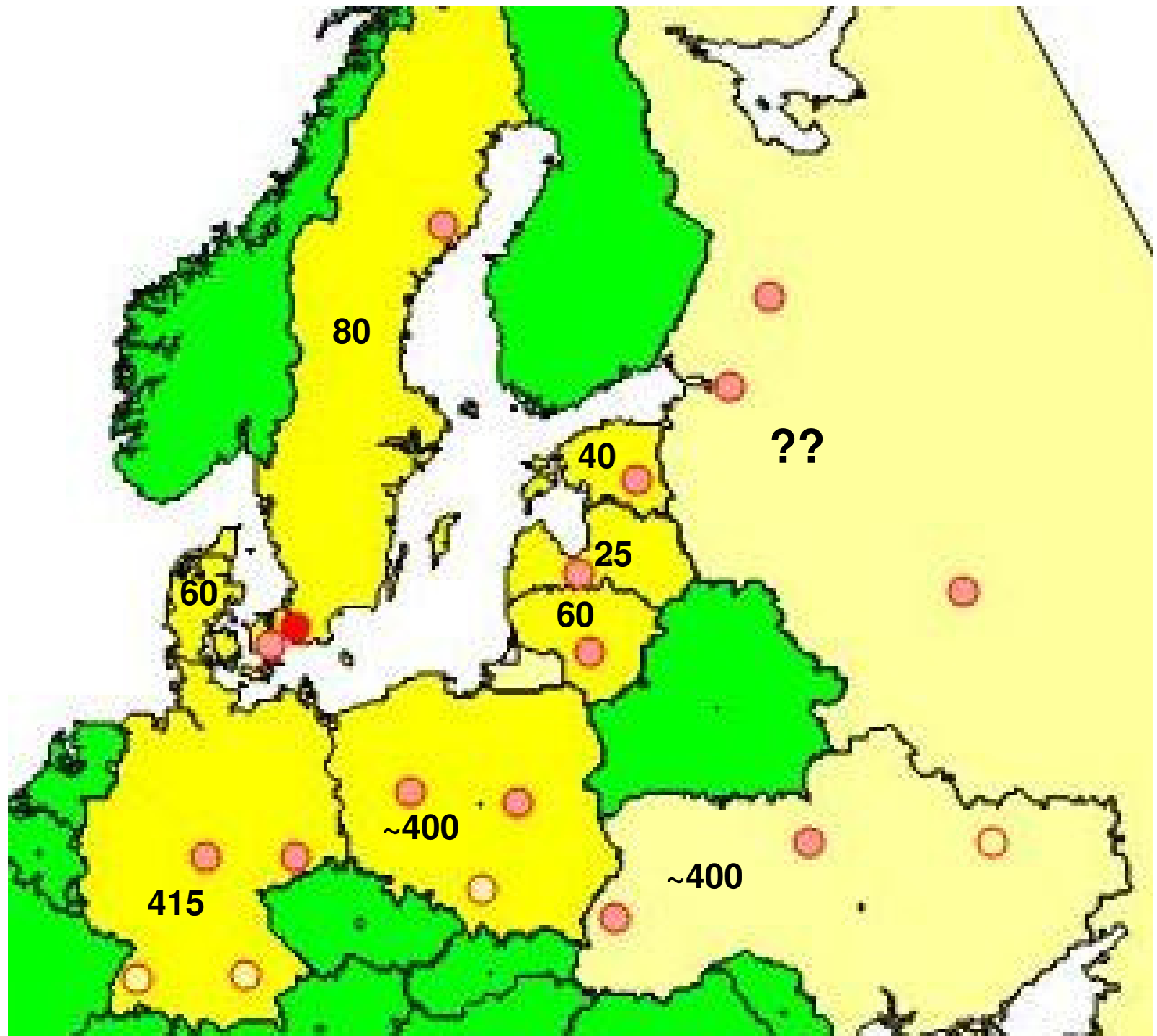
Stora Enso (5 annual scholarships)

EU Socrates (Curriculum dev.)

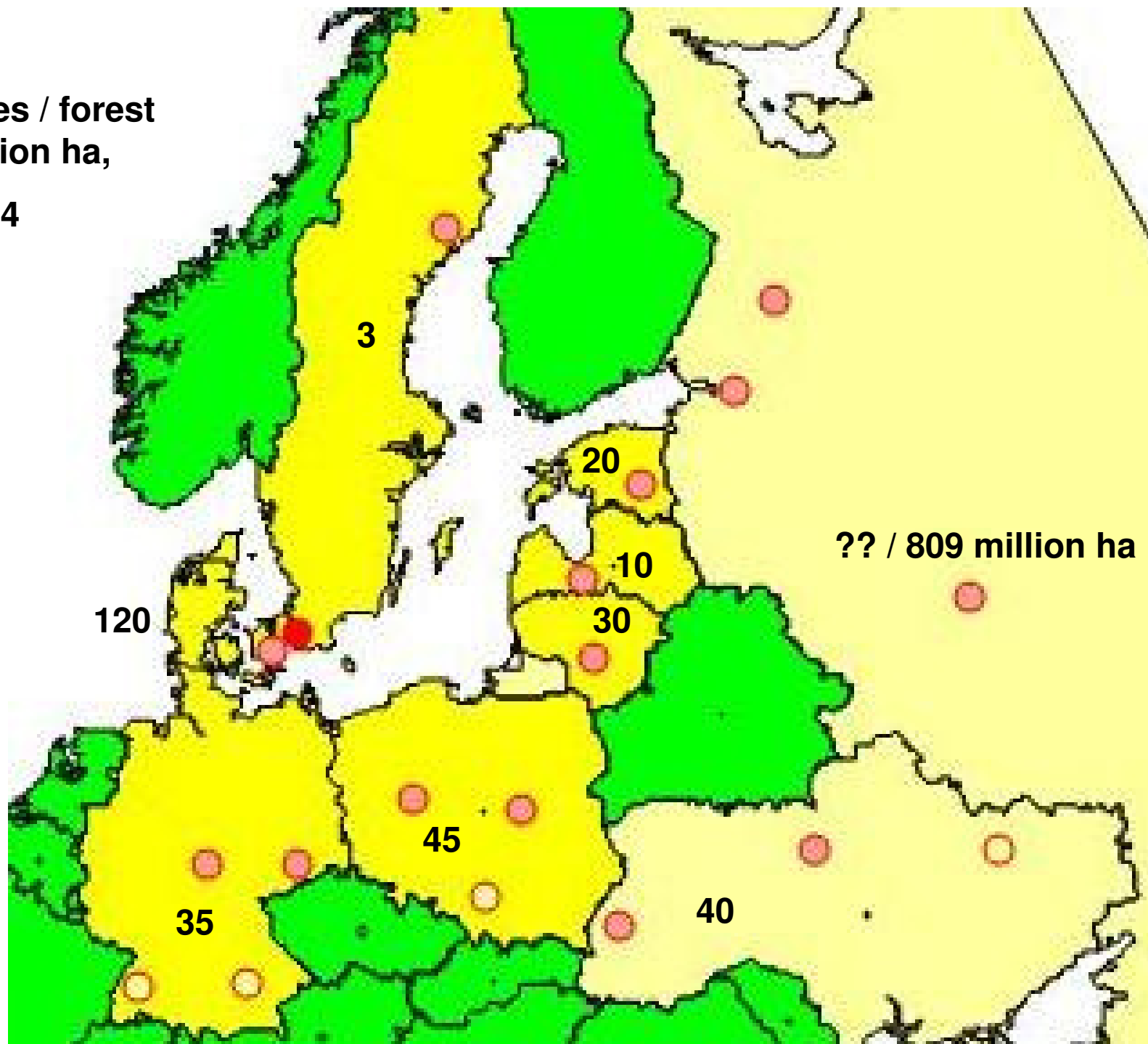
Swedish Institute & Nordic Council of Ministers (networking, joint theses)

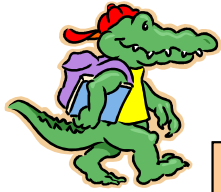






**Graduates / forest  
area million ha,  
Year 2004**





# 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

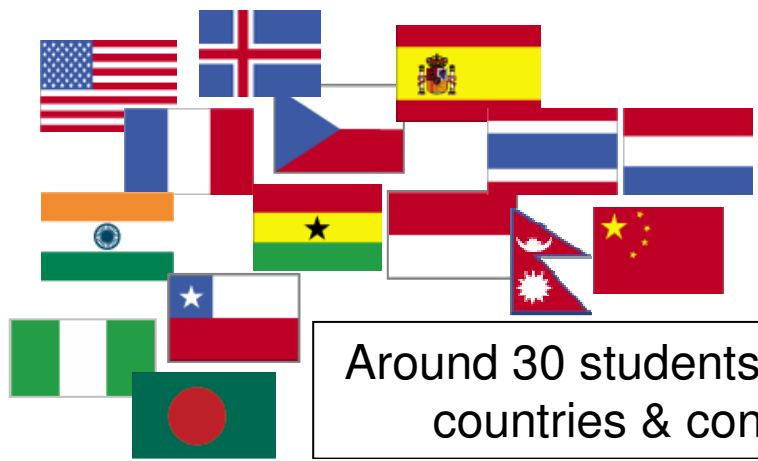
National degree

Supplementary courses

# I. Euroforester

## Programme for international students

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



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:**\_\_

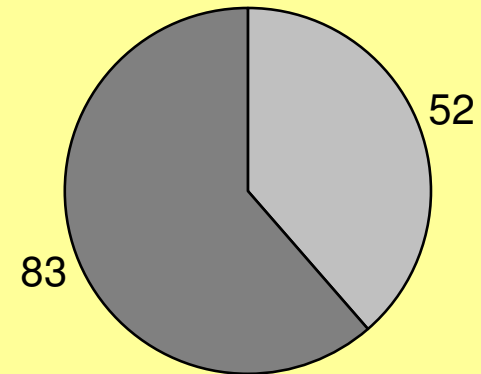
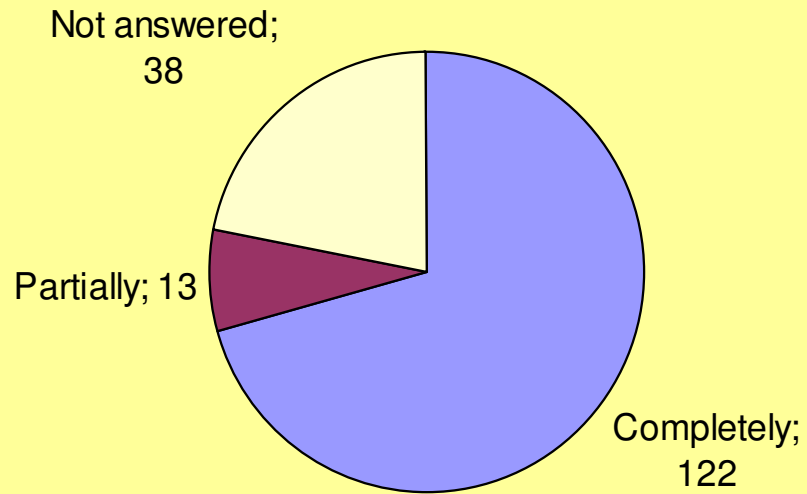
**Uninteresting:**\_\_

**Can see results:**\_\_

**Uses my abilities:**\_\_

### **III. Selected results**

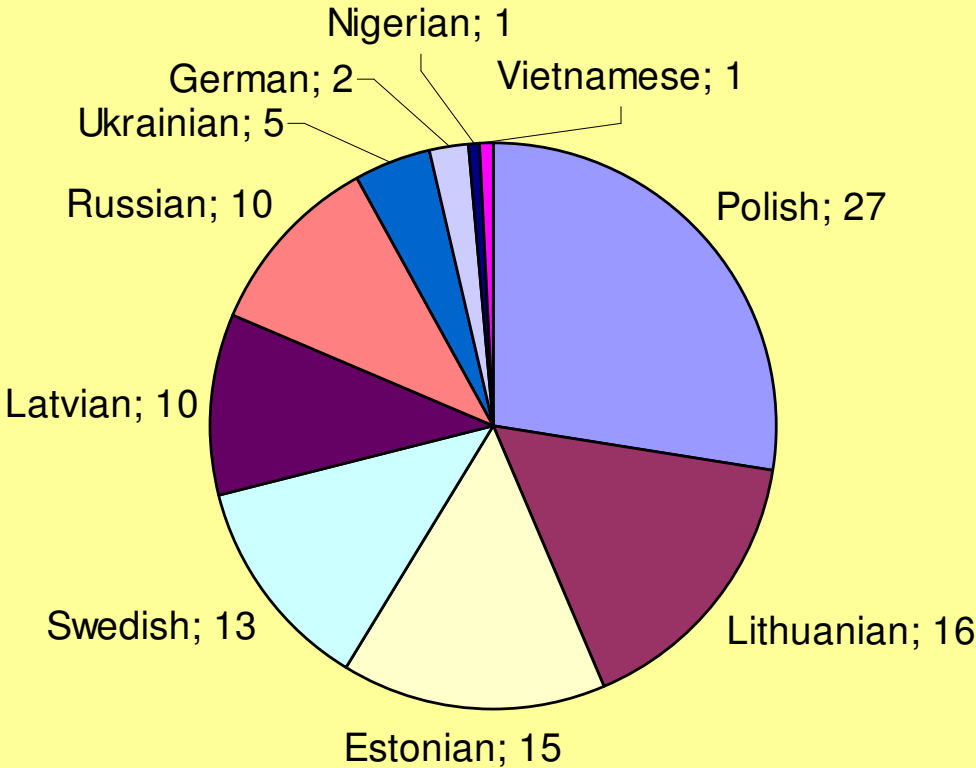
# NUMBER OF ANSWERS



Female Male

Answering rate 70 % (78 %)

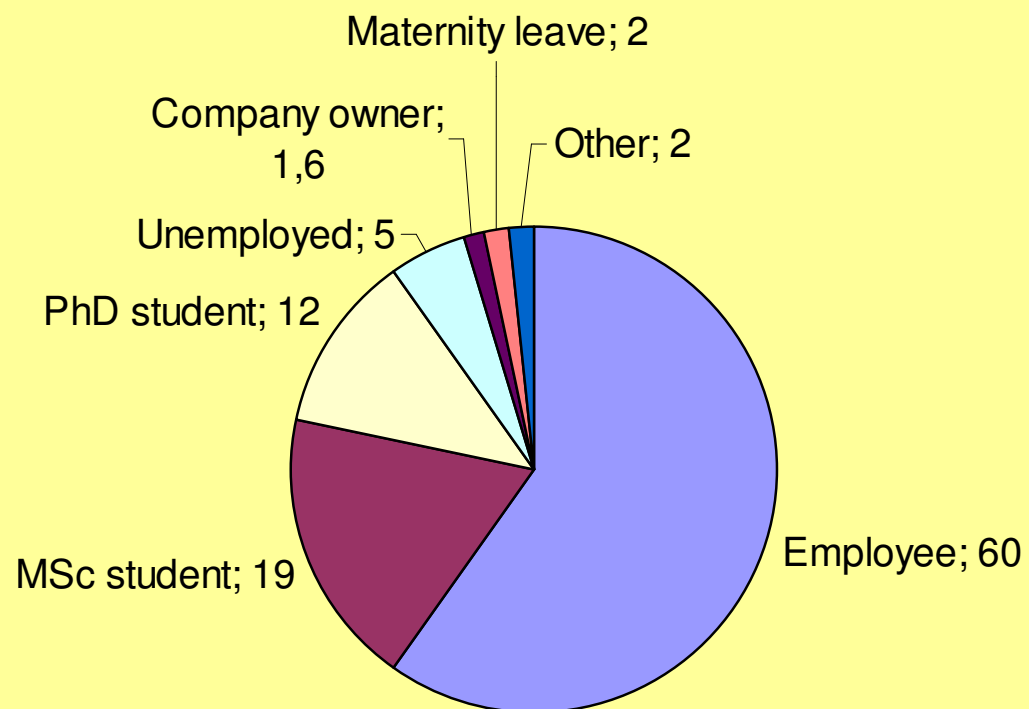
# Distribution of respondents by NATIONALITY in %



# 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)

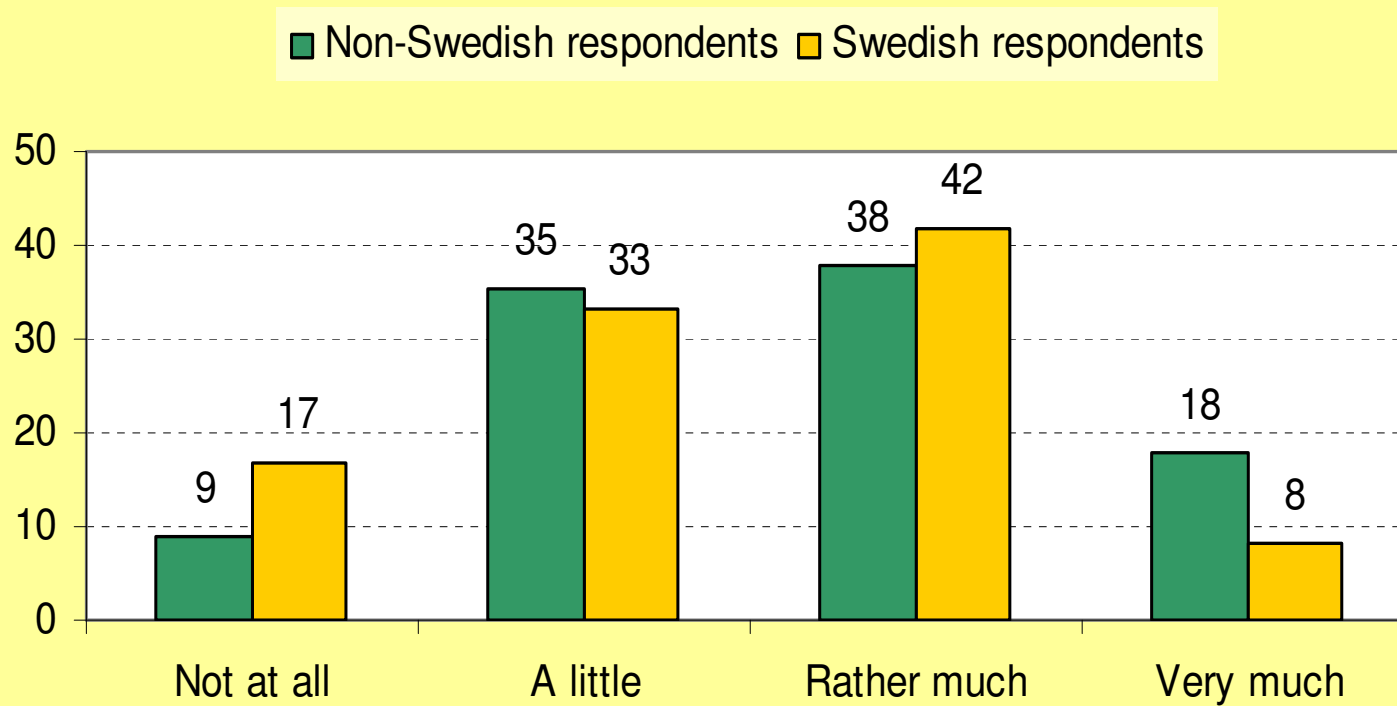
Enthusiastic life approach (1)

Quality of master thesis (1)

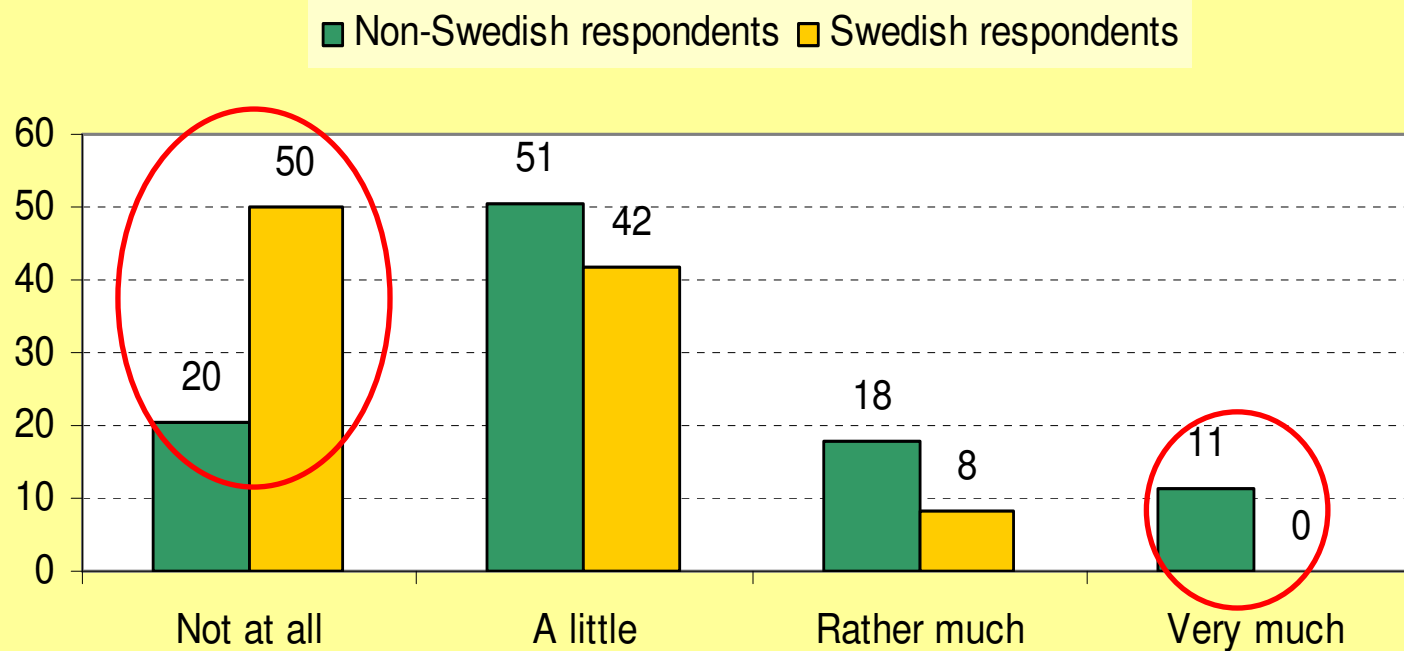
# CAREER AND INTERNATIONAL BACKGROUND



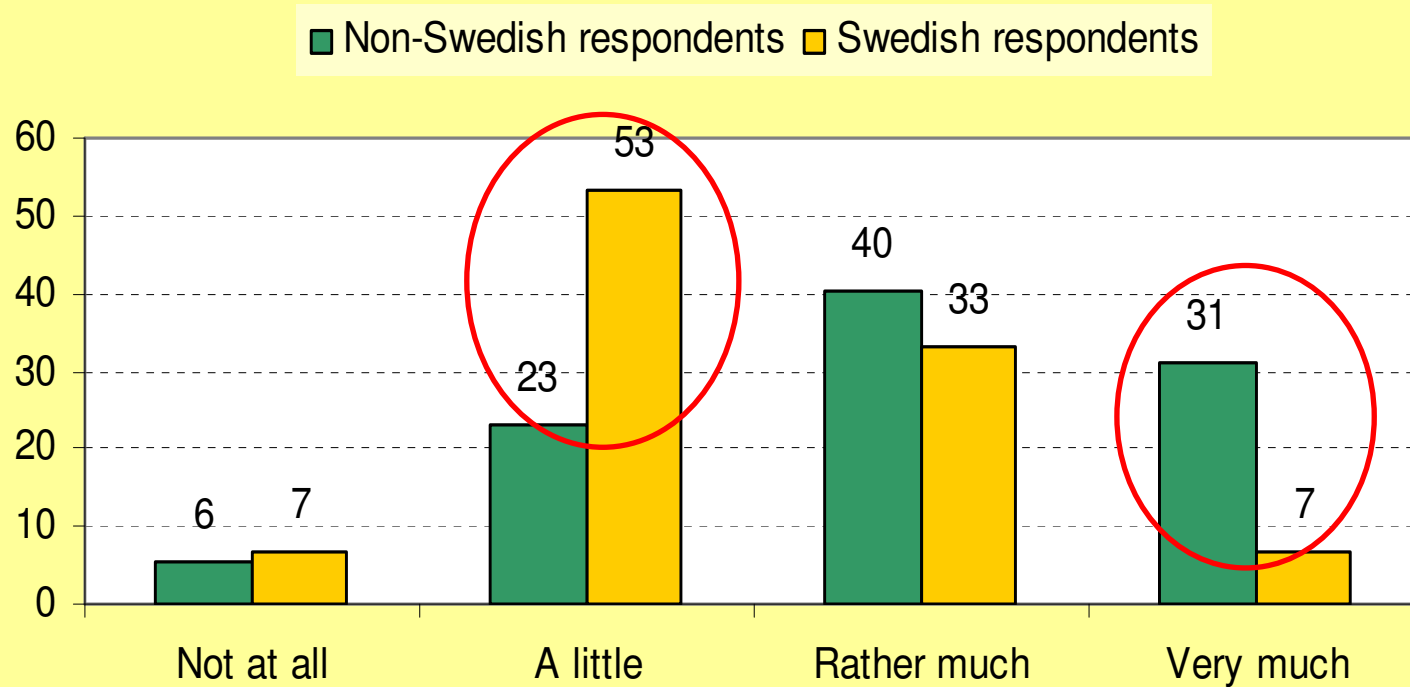
# To what extent employee organisation benefited from your international background? Answers in %



# 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

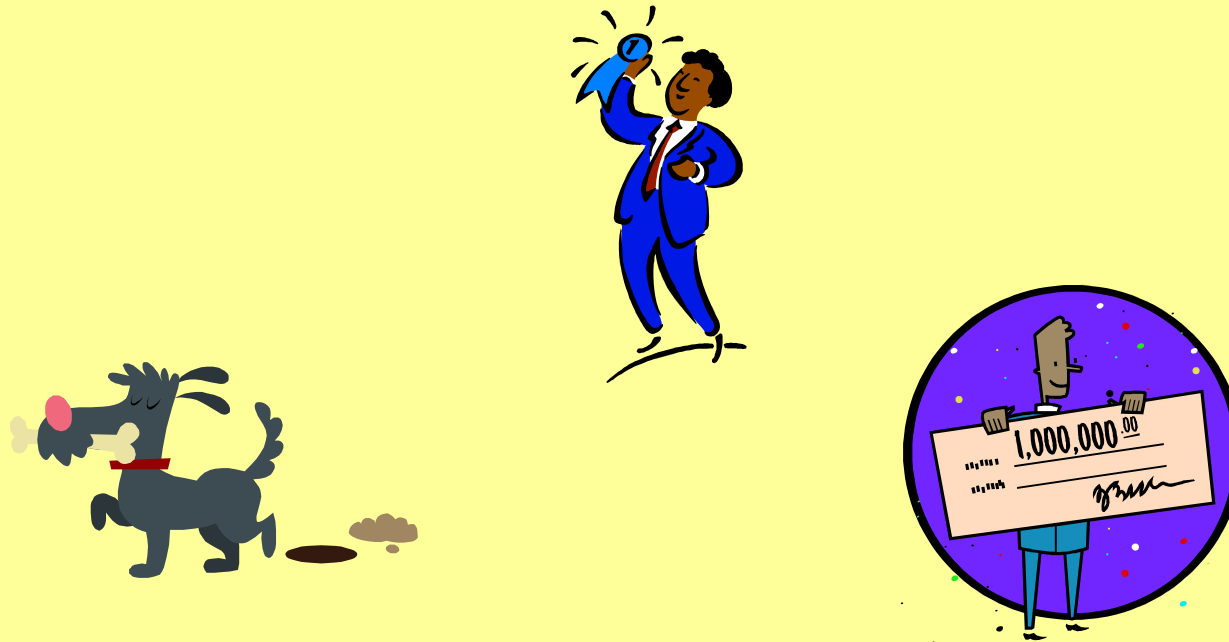
English...

Use of networks (2)

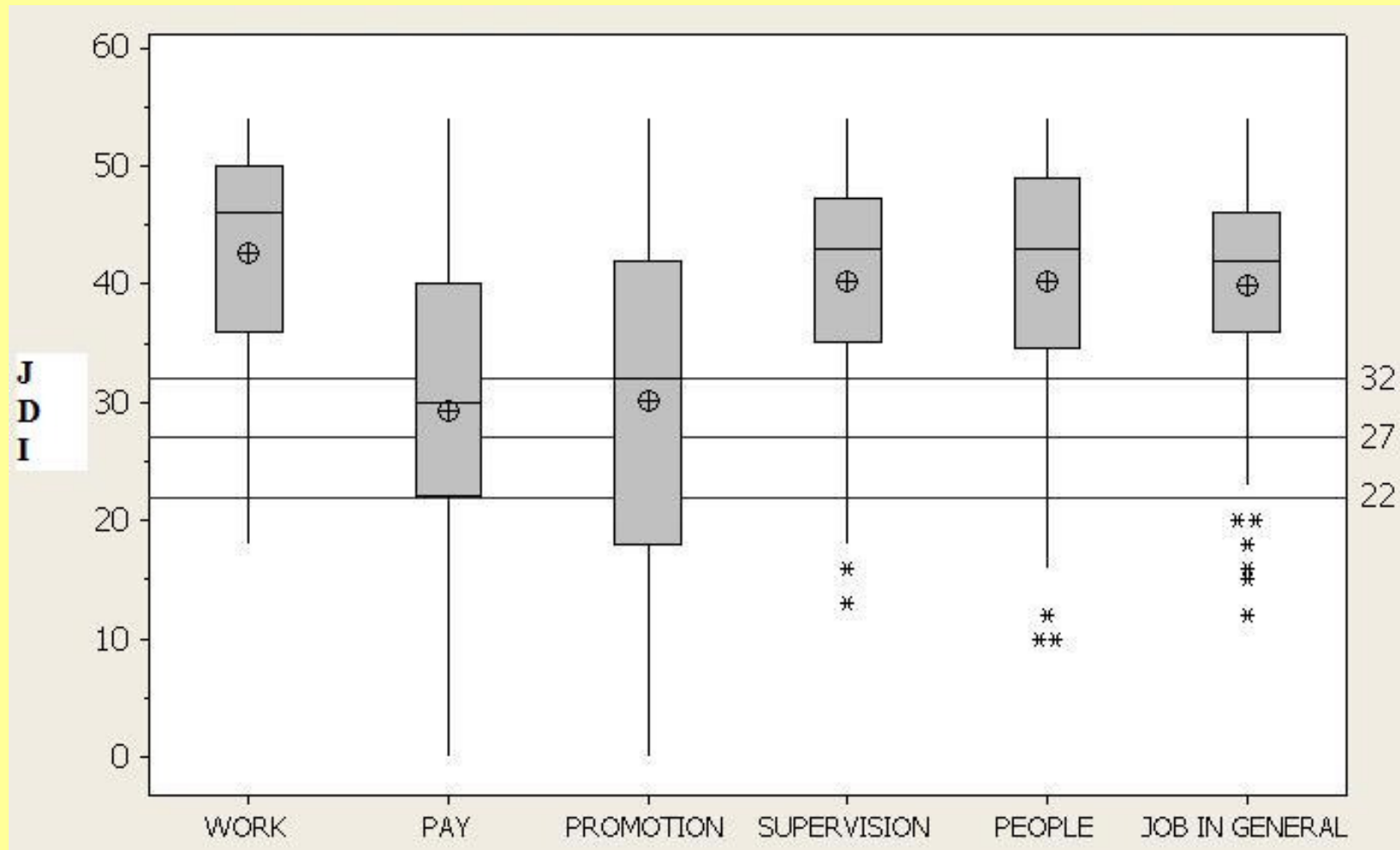
Social/Professional

Other (5)

# JOB SATISFACTION



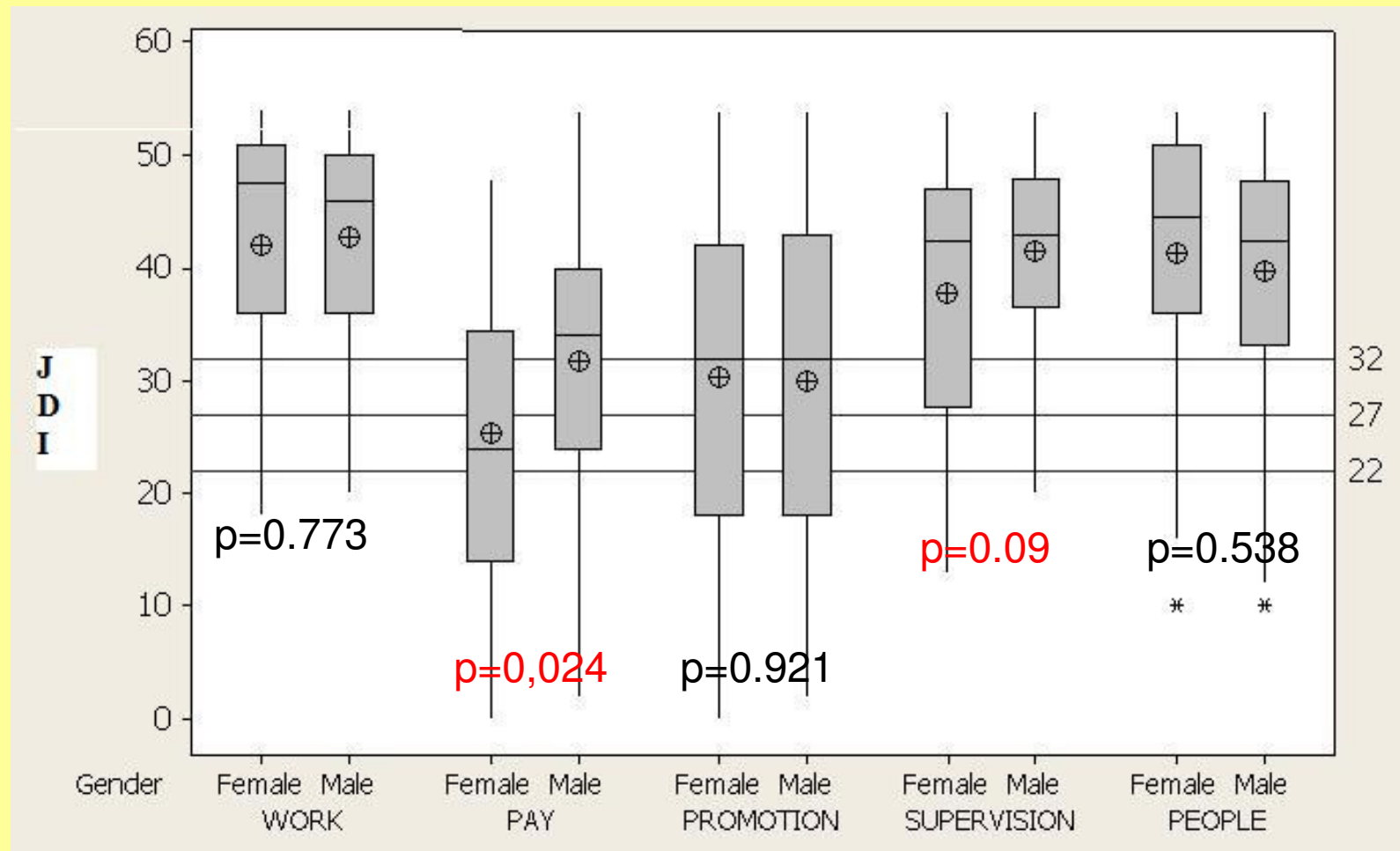
# JOB DESCRIPTIVE INDEX - Distribution



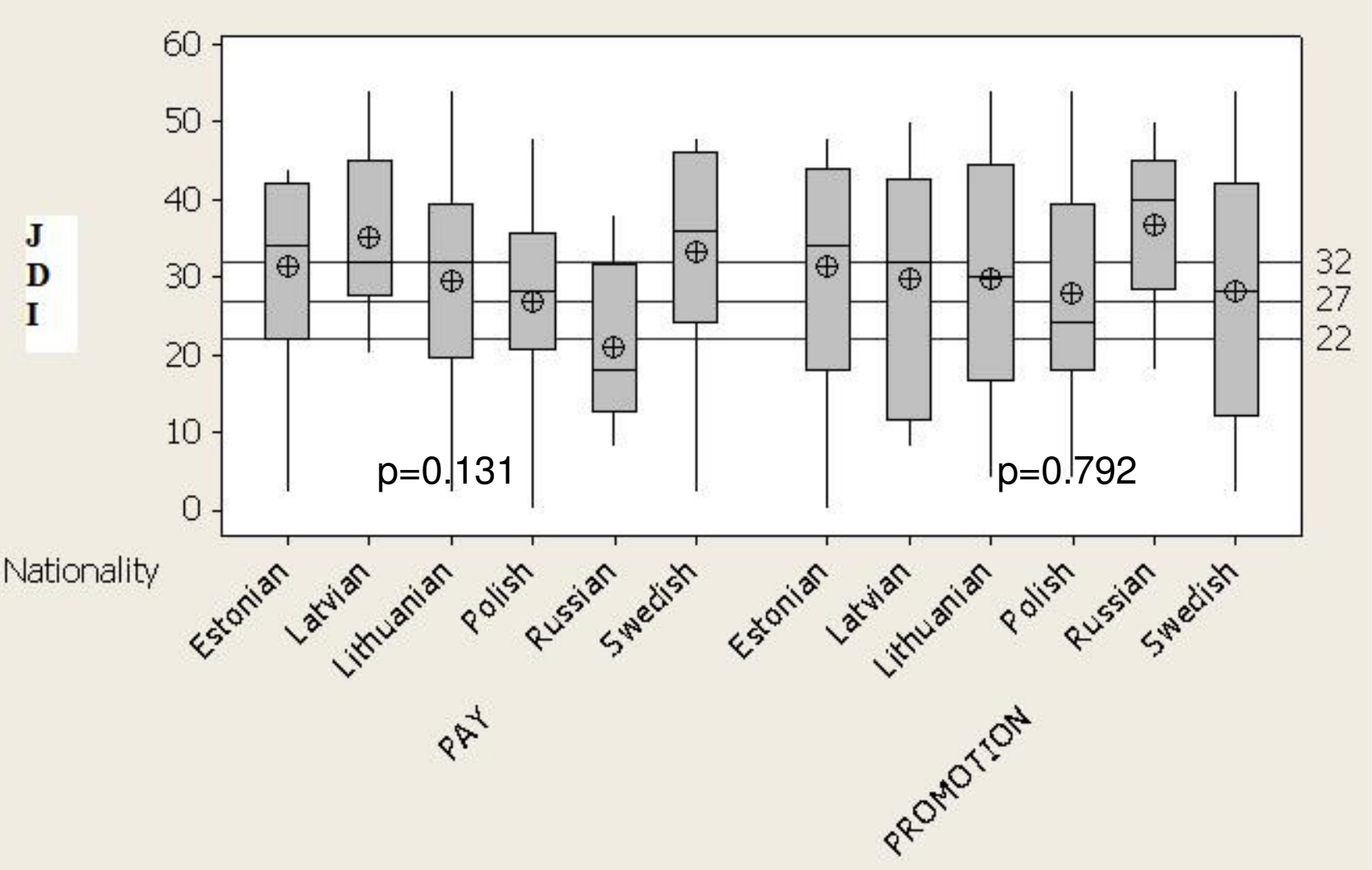
22 or below indicate dissatisfaction; 23-31 neither satisfied nor dissatisfied; 32 or more indicates satisfaction



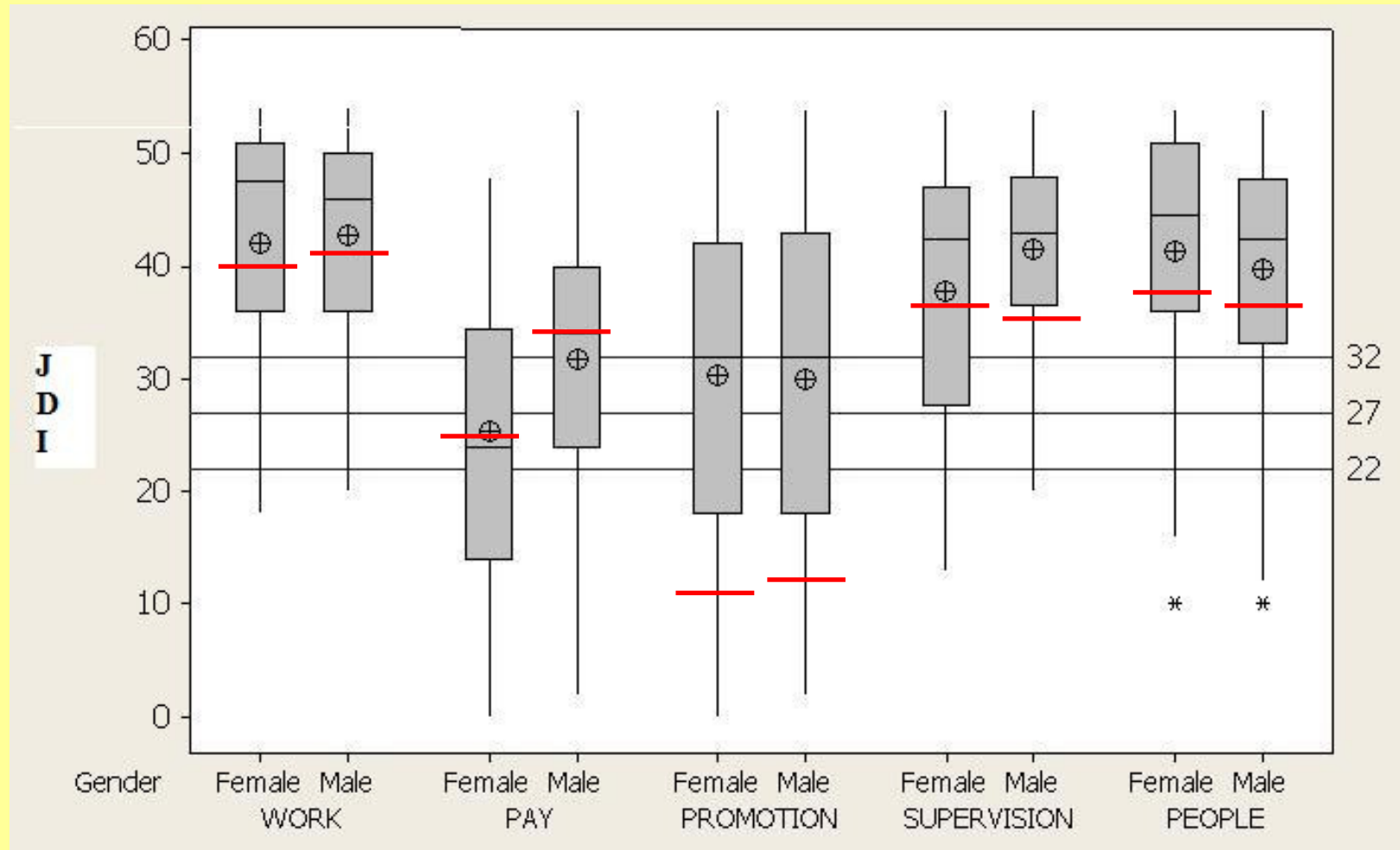
# JDI by GENDER - Distribution



# JOB SATISFACTION BY COUNTRY

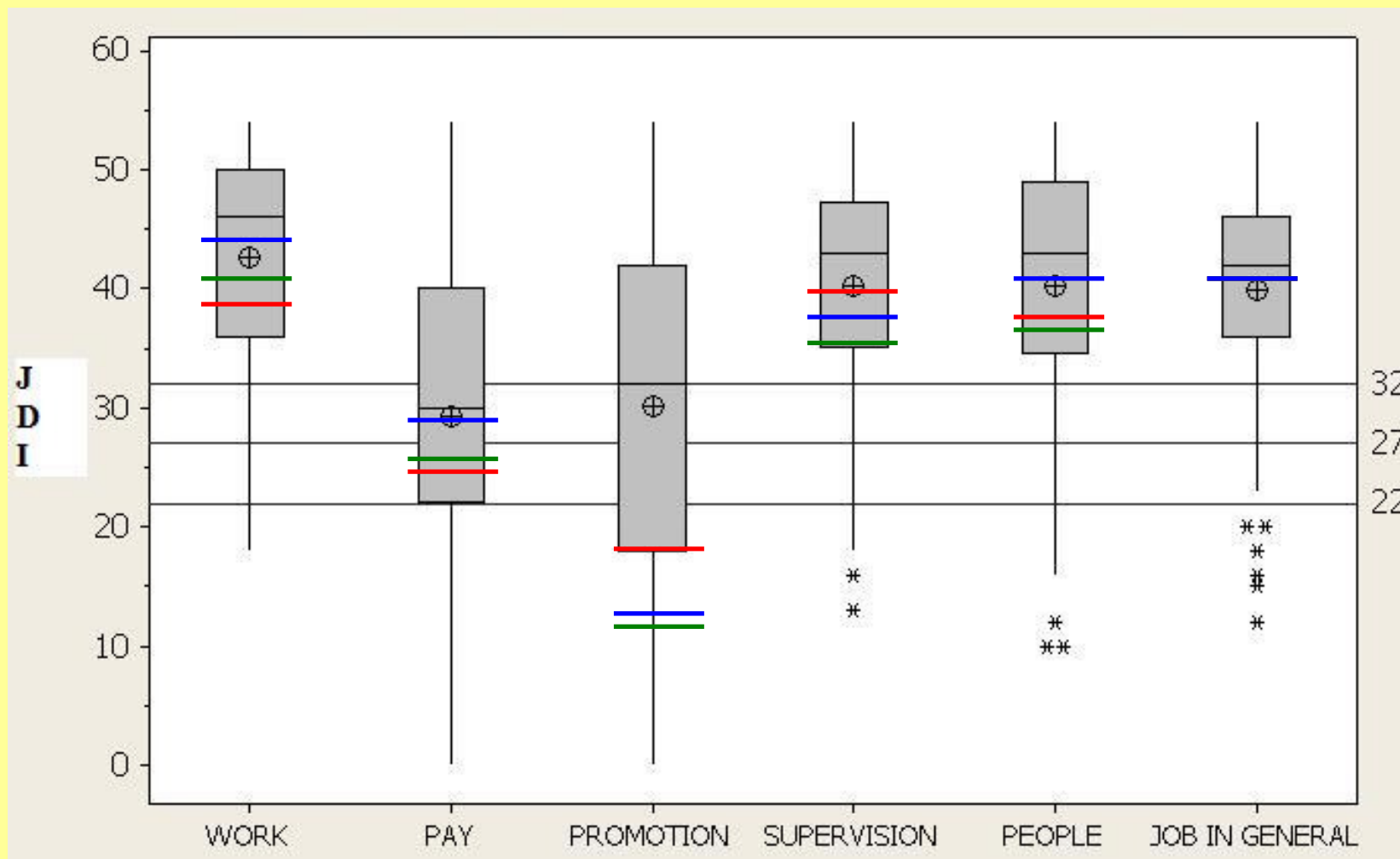


# JOB SATISFACTION AND NATIONAL US NORMS



# JOB SATISFACTION AND NATIONAL US NORMS

cont.

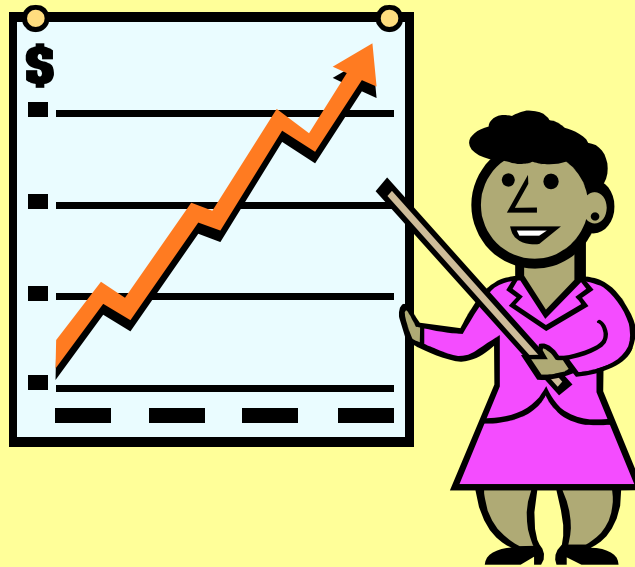


— 1 yr tenure

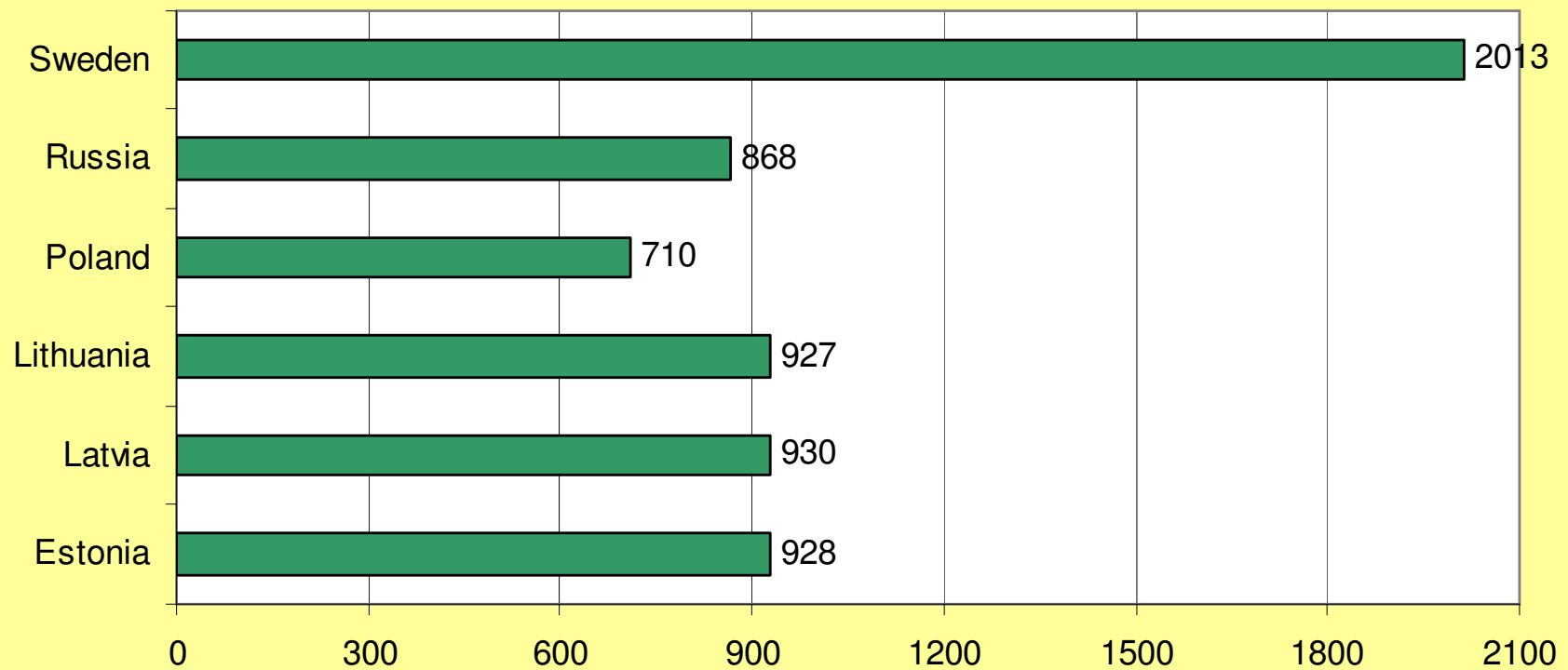
— 2-5 yrs tenure

— Graduate degree

# INCOME



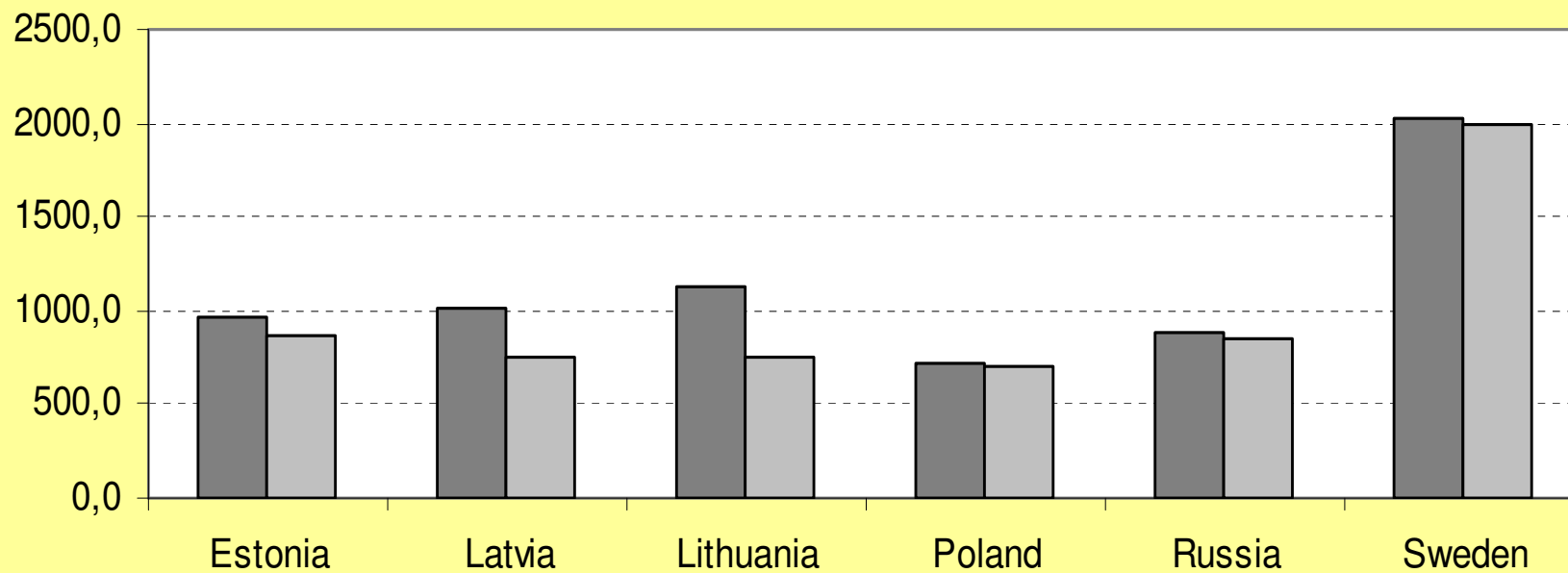
# INCOME BY NATIONALITY in Euro/month



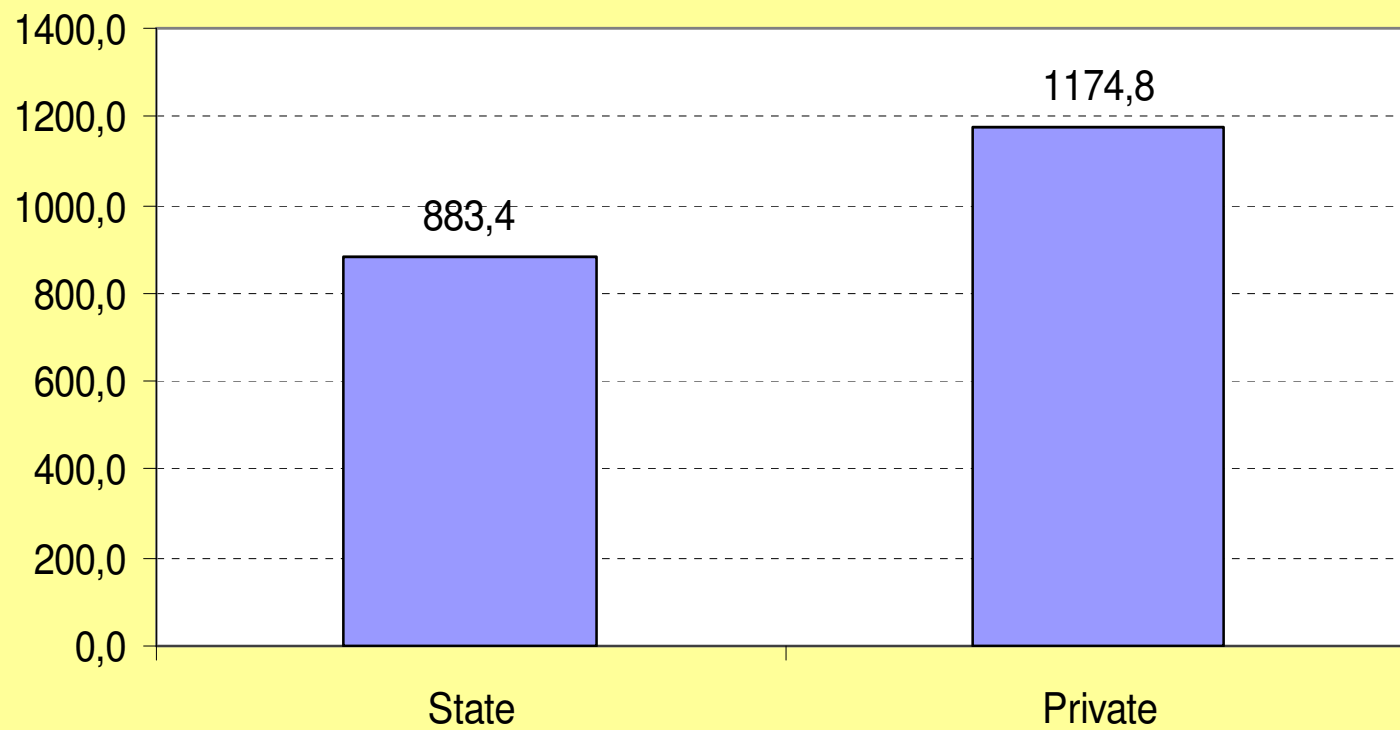
# INCOME BY GENDER

## in Euro/month

■ Male ■ Female



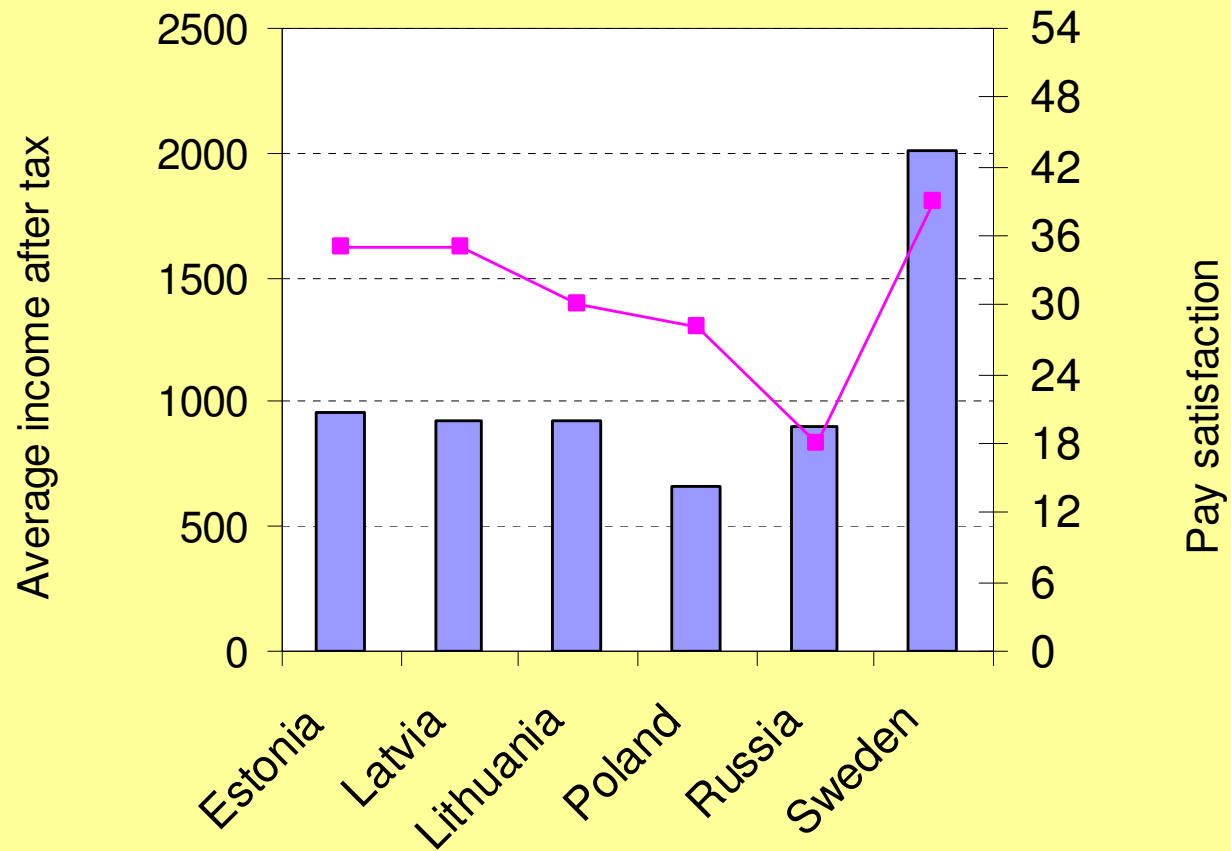
# INCOME BY KIND OF WORK ORGANISATION in Euro/month



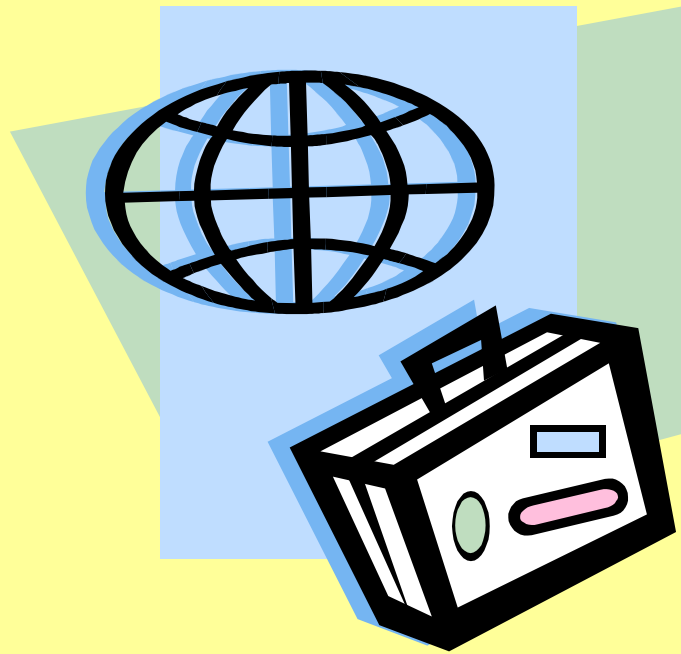


# INCOME AND PAY SATISFACTION

## in Euro/month

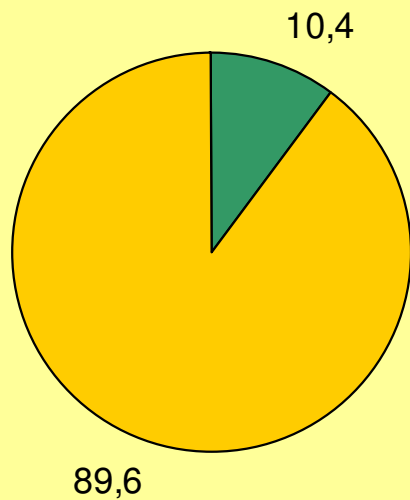


# MOBILITY



# COUNTRY OF PRESENT STAY in %

■ Abroad ■ Home country



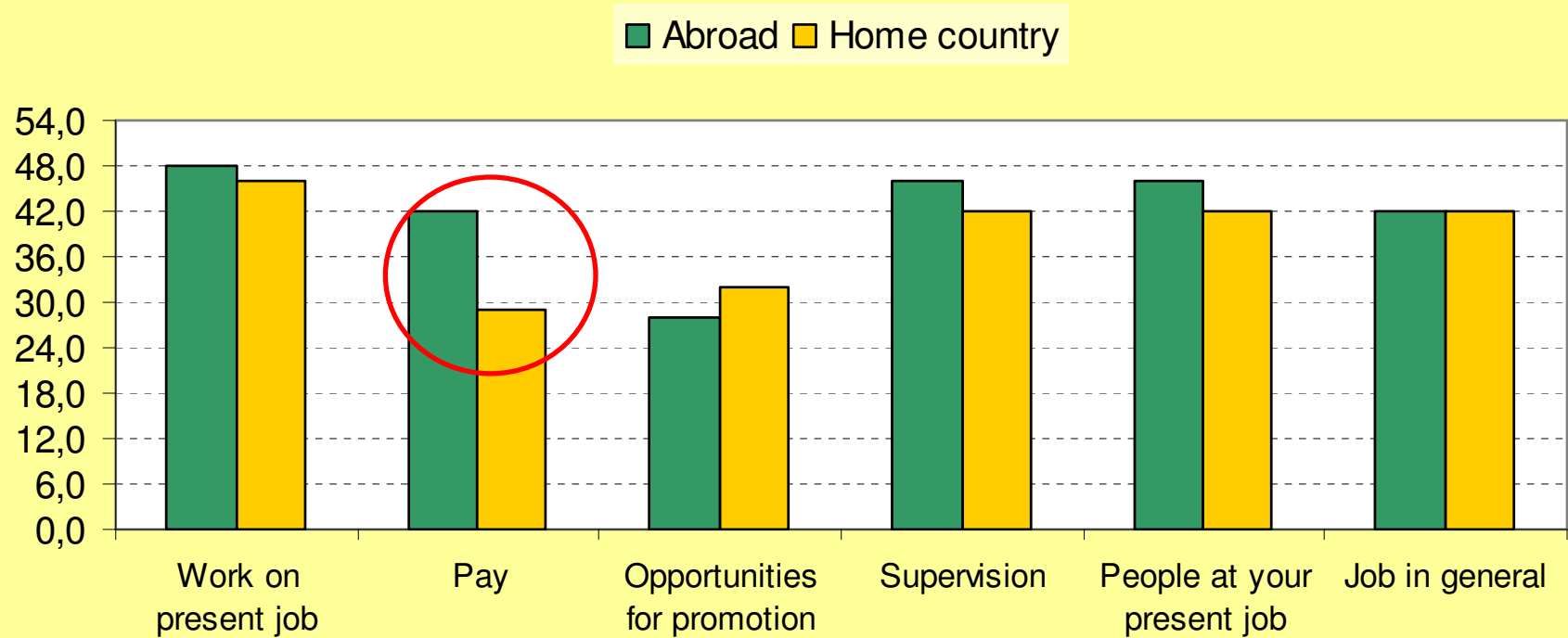
E → W (11)

E → E (2)

W → E (1)



# JOB SATISFACTION BY COUNTRY OF PRESENT STAY





**THANK  
YOU!**