UAS’ career monitoring survey
– results of the national survey in spring 2019
Data

The results are based on the first national UAS career monitoring survey implemented in the From UAS to Career – Career Data for All project. They describe UAS graduates’ careers in a period of five years.

The survey was sent by text message and email to all bachelor’s and master’s degree graduates of 2013. The survey was open on 29 January – 3 March 2019.

Respondents’ contact information was collected from the higher education institutions’ student registers. The higher education institutions had the possibility to complement and update graduates’ contact information.

In future, the survey will be implemented annually in October-November among those graduated five years earlier.
Some of the survey questions are also used as an indicator for qualitative employment of UAS graduates. 3% of UAS’ core funding is based on the survey results.
Response rates

- In spring 2019 the response rate of the career monitoring survey was 33.1 (8 190 / 24 751 respondents).
- The response rate varied to some degree based on background variables:
  - Bachelor’s degree graduates 32%, master’s degree graduates 44%
  - Women 36%, men 29%
  - Response rate of younger age groups was lower than that of older age groups. The lowest response rate was among 25-29-year-old graduates (22%) and the highest among 50-54-year-old graduates (44%).
  - Finnish 34%, Swedish 28%, others 17%

Field-specific response rates:
Satisfaction with degree
Satisfaction with degree

- Employers value my degree.
- I would recommend my studies to others.
- The learning objectives were made clear during the studies.
- The degree equipped me sufficiently for the working life.
- Satisfied are you overall with the degree you completed in 2013 in terms of your career?

**Bachelor’s degree**

N = 7 170, Mean = 4,24, SD = 0,97. Cronbach’s alpha = 0,87*.

**Master’s degree**

N = 845, Mean = 4,47, SD = 0,88. Cronbach’s alpha = 0,84*.

* Cronbach's alpha is a measure of internal consistency, that is, how closely related a set of items are as a group. It is considered to be a measure of scale reliability. The alpha coefficient for the five items (above) is over .80, suggesting that the items have relatively high internal consistency.
How satisfied are you overall with the degree you completed in 2013 in terms of your career?

- **Bachelor's degree**
  - Mean = 4.37 and SD = 1.20
  - N(min) = 88, N(max) = 712

- **Master's degree**
  - Mean = 4.58 and SD = 1.19
  - N(min) = 6, N(max) = 95
Satisfaction with degree

Employers value my degree
I would recommend my studies to others
The learning objectives were made clear during the studies
The degree equipped me sufficiently for the working life
The degree offered entrepreneurship skills
How satisfied are you overall with the degree you completed in 2013 in terms of your career?

Mean in bar graphs (scale: 1 – 6)

N(Bachelor’s degree) = 7 212 – 7 252
N(Master’s degree) = 849 - 855.

B = Bachelor’s degree
M = Master’s degree

1 Fully disagree / Very dissatisfied
2 Disagree / Dissatisfied
3 Slightly disagree / Slightly dissatisfied
4 Slightly agree / Slightly satisfied
5 Agree / Satisfied
6 Fully agree / Very satisfied
How satisfied are you overall with the degree you completed in 2013 in terms of your career? By field

B N=7268, M N=858
Overall career
Which of the following options best describes your career after graduation?

B N=7195, M N=846

Mainly outside the labor force: for example, studies and/or parental leave for most of the time.

Unemployment alternating with occasional temporary jobs, practical training and contract or freelance work.

Changing employers or duties, with breaks, studies or periods of unemployment in between.

Working for several different employers or temporary jobs or assignments or working with a grant. Not many breaks.

Continuously working for the same employer or as an entrepreneur since graduation.

Other
Which of the following options best describes your career after graduation? By field

Bachelor’s degree, N=7195

<table>
<thead>
<tr>
<th>Career Description</th>
<th>Agriculture, forestry, fisheries and veterinary</th>
<th>Arts and humanities</th>
<th>Business, administration and law</th>
<th>Engineering, manufacturing and construction</th>
<th>Information and Communication Technologies (ICT)</th>
<th>Natural sciences, mathematics and statistics</th>
<th>Social sciences, journalism and information</th>
<th>Services</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mainly outside the labor force: for example, studies and/or parental leave for most of the time.</td>
<td>19</td>
<td>62</td>
<td>121</td>
<td>8</td>
<td>111</td>
<td>231</td>
<td>44</td>
<td>1</td>
<td>48</td>
</tr>
<tr>
<td>Unemployment alternating with occasional temporary jobs, practical training and contract or freelance work.</td>
<td>6</td>
<td>43</td>
<td>20</td>
<td>2</td>
<td>22</td>
<td>22</td>
<td>19</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Working for several different employers or temporary jobs or assignments or working with a grant. Not many breaks.</td>
<td>28</td>
<td>124</td>
<td>382</td>
<td>32</td>
<td>330</td>
<td>780</td>
<td>127</td>
<td>5</td>
<td>172</td>
</tr>
<tr>
<td>Changing employers or duties, with breaks, studies or periods of unemployment in between.</td>
<td>45</td>
<td>146</td>
<td>202</td>
<td>22</td>
<td>168</td>
<td>290</td>
<td>60</td>
<td>11</td>
<td>117</td>
</tr>
<tr>
<td>Continuously working for the same employer or as an entrepreneur since graduation.</td>
<td>83</td>
<td>129</td>
<td>602</td>
<td>25</td>
<td>636</td>
<td>1267</td>
<td>191</td>
<td>11</td>
<td>242</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: The percentages may not sum up to 100% due to rounding.
Which of the following options best describes your career after graduation? By field

Master’s Degree, N=846

- **Mainly outside the labor force: for example, studies and/or parental leave for most of the time.**
- **Unemployment alternating with occasional temporary jobs, practical training and contract or freelance work.**
- **Changing employers or duties, with breaks, studies or periods of unemployment in between.**
- **Working for several different employers or temporary jobs or assignments or working with a grant. Not many breaks.**
- **Continuously working for the same employer or as an entrepreneur since graduation.**
### Employment situation at the time of graduation vs 5 years after graduation (bachelor’s degree, %)

#### Example:
56.6% of bachelor’s degree graduates who were unemployed at the time of graduation had permanent full-time employment and 13.9% fixed-term full-time employment when the survey was made.

<table>
<thead>
<tr>
<th>Työtilanne valmistumishetkellä</th>
<th>Permanent full-time job</th>
<th>Fixed-term full-time job</th>
<th>Part-time job</th>
<th>Independent entrepreneur/self-employed/freelancer</th>
<th>Several employment relationships in parallel</th>
<th>Subsidised employment/practical training</th>
<th>Unemployed job seeker</th>
<th>Labour force training or similar</th>
<th>Full-time studies</th>
<th>Family leave (from an employment relationship)</th>
<th>Family leave (no employment relationship)</th>
<th>Working with a grant</th>
<th>Outside the labour force (military service etc.)</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent full-time job</td>
<td>87,8</td>
<td>3,5</td>
<td>1,2</td>
<td>2,5</td>
<td>0,2</td>
<td>0,1</td>
<td>0,6</td>
<td>0,0</td>
<td>0,9</td>
<td>1,8</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>1,4</td>
</tr>
<tr>
<td>Fixed-term full-time job</td>
<td>70,3</td>
<td>15,3</td>
<td>2,4</td>
<td>1,6</td>
<td>0,4</td>
<td>0,0</td>
<td>1,3</td>
<td>0,1</td>
<td>3,0</td>
<td>2,9</td>
<td>0,8</td>
<td>0,0</td>
<td>0,0</td>
<td>1,7</td>
</tr>
<tr>
<td>Part-time job</td>
<td>64,1</td>
<td>9,0</td>
<td>9,4</td>
<td>3,2</td>
<td>1,1</td>
<td>0,7</td>
<td>2,3</td>
<td>0,0</td>
<td>5,5</td>
<td>2,3</td>
<td>0,2</td>
<td>0,2</td>
<td>0,2</td>
<td>1,9</td>
</tr>
<tr>
<td>Independent entrepreneur/self-employed/freelancer</td>
<td>26,9</td>
<td>6,4</td>
<td>1,8</td>
<td>56,1</td>
<td>1,2</td>
<td>0,0</td>
<td>2,9</td>
<td>0,0</td>
<td>1,2</td>
<td>0,0</td>
<td>0,0</td>
<td>0,6</td>
<td>0,6</td>
<td>2,9</td>
</tr>
<tr>
<td>Several employment relationships in parallel</td>
<td>48,7</td>
<td>15,9</td>
<td>4,4</td>
<td>14,2</td>
<td>0,0</td>
<td>0,9</td>
<td>0,0</td>
<td>4,4</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>5,3</td>
</tr>
<tr>
<td>Subsidised employment/practical training</td>
<td>52,8</td>
<td>8,3</td>
<td>8,3</td>
<td>11,1</td>
<td>0,0</td>
<td>2,8</td>
<td>8,3</td>
<td>0,0</td>
<td>2,8</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>5,6</td>
</tr>
<tr>
<td><strong>Unemployed job seeker</strong></td>
<td><strong>56,6</strong></td>
<td><strong>13,9</strong></td>
<td>5,1</td>
<td>2,6</td>
<td>0,6</td>
<td>0,8</td>
<td>7,8</td>
<td>0,7</td>
<td>6,5</td>
<td>1,1</td>
<td>1,2</td>
<td>0,2</td>
<td>0,3</td>
<td>2,6</td>
</tr>
<tr>
<td>Labour force training or similar</td>
<td>80,0</td>
<td>10,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>10,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
</tr>
<tr>
<td>Full-time studies</td>
<td>58,1</td>
<td>14,4</td>
<td>2,5</td>
<td>4,4</td>
<td>0,6</td>
<td>0,0</td>
<td>3,8</td>
<td>0,6</td>
<td>11,3</td>
<td>1,3</td>
<td>1,3</td>
<td>0,0</td>
<td>0,0</td>
<td>1,9</td>
</tr>
<tr>
<td>Family leave (from an employment relationship)</td>
<td>62,5</td>
<td>5,0</td>
<td>2,5</td>
<td>5,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>20,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>5,0</td>
</tr>
<tr>
<td>Family leave (no employment relationship)</td>
<td>52,0</td>
<td>22,4</td>
<td>4,1</td>
<td>2,0</td>
<td>0,0</td>
<td>0,0</td>
<td>1,0</td>
<td>0,0</td>
<td>3,1</td>
<td>2,0</td>
<td>8,2</td>
<td>0,0</td>
<td>0,0</td>
<td>5,1</td>
</tr>
<tr>
<td>Working with a grant</td>
<td>50,0</td>
<td>0,0</td>
<td>16,7</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>16,7</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
</tr>
<tr>
<td>Outside the labour force (military service etc.)</td>
<td>63,6</td>
<td>18,2</td>
<td>0,0</td>
<td>0,0</td>
<td>9,1</td>
<td>0,0</td>
<td>9,1</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
<td>0,0</td>
</tr>
<tr>
<td>Other</td>
<td>44,7</td>
<td>17,0</td>
<td>4,3</td>
<td>6,4</td>
<td>0,7</td>
<td>0,0</td>
<td>3,5</td>
<td>0,7</td>
<td>3,5</td>
<td>3,5</td>
<td>1,4</td>
<td>1,4</td>
<td>0,7</td>
<td>12,1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>71,7</strong></td>
<td><strong>10,1</strong></td>
<td><strong>3,0</strong></td>
<td><strong>3,8</strong></td>
<td><strong>0,7</strong></td>
<td><strong>0,2</strong></td>
<td><strong>2,3</strong></td>
<td><strong>0,2</strong></td>
<td><strong>3,1</strong></td>
<td><strong>2,1</strong></td>
<td><strong>0,6</strong></td>
<td><strong>0,1</strong></td>
<td><strong>0,1</strong></td>
<td><strong>2,1</strong></td>
</tr>
</tbody>
</table>
Work situation by native language and nationality

**Native language Finnish (n=7482)**
- Permanent full-time job
- Part-time job
- Full-time studies (leading to a degree or grade)
- Independent entrepreneur/self-employed/freelancer
- Other

**Native language Swedish (n=294)**
- Permanent full-time job
- Part-time job
- Full-time studies (leading to a degree or grade)
- Independent entrepreneur/self-employed/freelancer
- Other

**Other native language, Finnish citizenship (n=53)**
- Permanent full-time job
- Part-time job
- Full-time studies (leading to a degree or grade)
- Independent entrepreneur/self-employed/freelancer
- Other

**Foreigner (n=222)**
- Permanent full-time job
- Part-time job
- Full-time studies (leading to a degree or grade)
- Independent entrepreneur/self-employed/freelancer
- Other

**Work situation at the moment (2/2019)**
Working abroad by native language and nationality

Language: Finnish (n=7141)
Language: Swedish (n=283)
Other native language, Finnish citizenship (n=50)
Foreigner (n=210)
Total (n=7684)

Career in Finland
Moved abroad later
Returned to Finland
Career abroad
N = 6 860 (location of both periods of time was given).

1 338 respondents (19.5%) had moved between regions. Among master’s degree graduates it was very rare to move between regions (-4 and +5), N = 824.
How satisfied are you with your career so far? By field

B N=7268, M N=858
Competences and work
The skills and knowledge I learned at the university of applied sciences can be applied well

Bachelor’s Degree, N=7097-7138
The skills and knowledge I learned at the university of applied sciences can be applied well

Master’s Degree, N=836-841
The requirements of my job corresponded well with my UAS qualifications.

Bachelor’s Degree, N=7042-7196

The requirements of job corresponded well with my UAS qualifications - my first job after graduation

The requirements of job correspond well with my UAS qualifications - in my current job

Agriculture, forestry, fisheries and veterinary
Arts and humanities
Business, administration and law
Engineering, manufacturing and construction
Information and Communication Technologies (ICT)
Health and welfare
Social sciences, journalism and information
Services
The requirements of my job corresponded well with my UAS qualifications

Master’s Degree, N=841-847

The requirements of my job corresponded well with my UAS qualifications - my first job after graduation

The requirements of my job corresponded well with my UAS qualifications - in my current job
Importance of competences in present-day work and their development during studies

In the following graphs, respondents were asked to assess the importance of specific competences in their present-day work and development of the competences during their UAS studies on the scale 1-6.

The green column describes the importance of the competence and the blue column the difference between the competence development and importance. *The longer the blue column, the less the competence was considered to have developed during the studies in relation to its importance in the present-day work.*

The competences were ordered from largest to smallest based on the difference (blue column).
Competences and work, Bachelor’s degree

N = 6,929 – 7,142

- Importance in current work: 1 = Not important at all, …, 6 = Very important
- Development in studying – Importance in current work
# Competences and work, Master’s degree

<table>
<thead>
<tr>
<th>Competence</th>
<th>Importance in current work</th>
<th>Development in studying – Importance in current work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stress tolerance and adaptation to new situations</td>
<td>-1.35</td>
<td>5.52</td>
</tr>
<tr>
<td>Communication and negotiation skills</td>
<td>-1.23</td>
<td>5.52</td>
</tr>
<tr>
<td>Organisation and coordination skills</td>
<td>-1.15</td>
<td>5.37</td>
</tr>
<tr>
<td>Information and communication technology skills</td>
<td>-1.11</td>
<td>5.10</td>
</tr>
<tr>
<td>Problem solving skills</td>
<td>-1.11</td>
<td>5.37</td>
</tr>
<tr>
<td>Networking skills</td>
<td>-0.90</td>
<td>5.16</td>
</tr>
<tr>
<td>Multiprofessional teamwork</td>
<td>-0.88</td>
<td>5.03</td>
</tr>
<tr>
<td>Initiative and self-direction</td>
<td>-0.88</td>
<td>5.55</td>
</tr>
<tr>
<td>Independent working and time management</td>
<td>-0.87</td>
<td>5.51</td>
</tr>
<tr>
<td>Acting in multicultural environment</td>
<td>-0.86</td>
<td>4.26</td>
</tr>
<tr>
<td>Budgeting and business skills</td>
<td>-0.83</td>
<td>4.28</td>
</tr>
<tr>
<td>Ability to learn and adopt new things</td>
<td>-0.80</td>
<td>5.48</td>
</tr>
<tr>
<td>Key field-related terms, methods and principles</td>
<td>-0.78</td>
<td>4.98</td>
</tr>
<tr>
<td>Development skills</td>
<td>-0.69</td>
<td>5.15</td>
</tr>
<tr>
<td>Analytical skills</td>
<td>-0.65</td>
<td>4.69</td>
</tr>
<tr>
<td>Practical knowledge and skills</td>
<td>-0.60</td>
<td>4.41</td>
</tr>
<tr>
<td>Information retrieval skills</td>
<td>-0.53</td>
<td>5.11</td>
</tr>
<tr>
<td>Entrepreneurship skills</td>
<td>-0.21</td>
<td></td>
</tr>
</tbody>
</table>

N = 825 - 846

- Importance in current work: 1 = Not important at all, ..., 6 = Very important
- Development in studying – Importance in current work
More information:

Uraseurannat.fi – information about UAS career monitoring and survey results.

Vipunen – education statistics Finland

Töissä.fi – service. Information and statistics about the working life of graduates from the Universities and the Universities of Applied Sciences.