

LAUREA UNIVERSITY OF APPLIED SCIENCES

Degree Programme in Social Services (Laurea Tikkurila, sote), SSV06SAA

CURRICULUMS AT LAUREA

Learning Concept at Laurea

Universities of applied sciences have three tasks set by law: research and development, regional development, and pedagogy. The integration of these tasks has led Laurea to seek solutions that optimise our ability to respond to challenges. The aim is to produce graduates who are investigative developers of their work and of the workplace. We also hope to produce research-based development initiatives for the competence required at work, with visible effects in our operating environments.

As members of an information society, we are caught in a flood of information. Information no longer has to be provided; the most important thing is to learn to process and filter it to obtain important data to use and apply to one's own learning and development projects. Laurea also places importance on ensuring that students grow into skilled experts. Participation in development projects allows students to handle real work processes and to learn to use tools as concepts and skills. The work-oriented development projects provide learning for individuals and for the target community. They also generate new knowledge for developing and reforming the labour market.

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Learning environment

Laurea's learning environment facilitates competence development for learners, organizations, region and partners. The learning environment is a physical and psychological space that expresses the current culture, nature, time, community and practices of development work. Thus, it forms a comprehensive operating environment for competence development. The aim of the learning environment is to facilitate the achievement of learning results while supporting the generation of new know-how and interaction within the operating environment. The learning environment is an implementation of Laurea's target-oriented development.

The learning environment utilizes internal and external networks and is in constant interaction with the world of work. New knowledge and skills are acquired in authentic problem-solving and development tasks, which make the complexity of the real world an object for competence development. Regional influence increases through enriching communities and the networks that they form. Students use projects to learn the basics of networking, social skills and communication with experts in the field. The meeting points between the industry and the study units are significant in terms of the growth of expertise and competence development. Students grow into developers by carrying out development tasks and by interacting in competence networks.

Students make use of diverse information sources and tools in their studies. Interactive learning environments are used to create a framework for structuring learning so that it offers situations, challenges and tools that help learners to utilize their own thought resources. The learning process becomes a continuous problem-solving process, with a focus on research, development and generating new competence. Conscious and systematic development work is used to formulate ideas and practices that boost development, and to generate new know-how. The result is a creation, a new operating method, a model or a product.

The creation of innovative processes is easier in structures that allow space for informal creativity, innovation and the promotion of things that motivate different participants internally. This work is characterised by communality and a socio-cultural environment for learning. It is important to create a spirit of development.

Development work takes place in projects that combine competences from various fields of study. Project teams consist of students, trainees, lecturers and workplace experts whose competences interact at the practical level. Students use projects to complete study units, job placements or theses. Lecturers do not organize and set targets for the project teams' activities in advance; instead, the team members take joint responsibility for this. Students

receive experience of the culture of expertise and of working as equal experts. They increase their self-management and set their own targets. Thus projects facilitate an unlimited learning process, where no glass ceilings are set by curricula, textbooks or instruction. Learning by Developing enables individuality in learning.

Practical applications of innovative learning environments include initiatives and projects carried out as innovative environments in networks, as well as various operating spaces designed for learning and development, skill hubs and development labs. Work consists of collaboration based on shared expertise, which is supported by methods of sharing competence, such as tutoring, lecturing sessions, demonstrations, team meetings, feedback events and seminars.

Students

In Laurea's work-oriented research and development projects, the concept of partnership implies cooperation between lecturers, experts from the labour market and students. The cooperation is based on responsible commitment to the project. All participants are seen as learners, because the development projects aim to produce change and generate new things. Partnership also means mutual respect and appreciation for diverse skills. The progress of the development project depends on sharing competence and building new competence out of different areas of expertise. Students participate as partners who increase their competence by learning how to use new tools and by taking part in various research and development initiatives. Competence is founded on research-based knowledge, understanding the professional context, handling the necessary tasks and managing various workplace situations, to the extent that these skills are needed for each student's degree. In the development projects, students learn as individuals while also participating in shared learning and in producing new know-how.

Lecturers

The role of lecturers in development projects can be described as that of an expert, a participant and a pedagogical leader, who facilitates the students' growth and development into experts in their fields. Laurea's lecturers are in other words researchers and developers, influential players in regional development and teachers.

Published reports by those teachers that work as researchers demonstrate the effectiveness of development projects as reformers and developers of competence in the labour market. Some teachers act as developer and are responsible for identifying and refining the processes of development projects. The third role of lecturers is in workshops, which transmit and share cultural knowledge, and provide students with tools. Lecturership also involves partnerships with the labour market. The industry experts participating in development projects contribute the knowledge contained in workplace competence, while lecturers ensure that evidence-based data are available for explaining this competence. They join forces to produce new know-how for developing and reforming the labour market.

Competence evaluation

The evaluation of competence in Learning by Developing directs future choices and demonstrates how well targets have been met. Competence is seen on the one hand as knowledge of information, skills and values, and on the other hand as experiential competence, which includes individuals' and their community's know-how. Evaluation in a development project looks at individuals' and the project community's learning, the progress and significance of different processes, and the results achieved.

Evaluation is based on the objectives provided in the competence-based curriculum. These objectives define the requirements that students have to meet to achieve their degrees. The generic competences describe the competences shared by all Laurea students as meta-competence placed in a professional context. Themes, on the other hand, define the substance of subject-specific competence, which is deepened by the generic competences. The generic competences build a level of education needed at a higher education institution and at work; meanwhile, the themes build competence needed for employment. The generic competences are defined on three levels. Students choose the level they wish to achieve in each generic competence together with their tutors, and these desired levels are used as a basis for the study plan. Progress in the generic competences is measured qualitatively through portfolios. The study units are graded on a scale of 1 to 5. These grades are shown on the students' degree certificates.

LAUREA'S GENERIC COMPETENCES

Laurea's generic competences

In addition to core competence in the field, five general areas have been defined at Laurea which are important for professionals in all areas to master. These are called generic competences. The generic competences are developed during the studies, and the level of competence is also evaluated. The curriculum's generic competences have been determined by analysing shared competences needed in different employment sectors in the future. The shared generic competences for all degree programmes are:

- ethical competence
- globalisation competence
- innovative competence
- reflective competence
- network competence

Generic competences are closely linked to the contents of the study units.

The generic competences are structured through levels. Each competence has been categorized further, comprising the personal competence level, organisational competence level and social reform level. The targeted generic competence levels have been defined in the curriculum for each degree programme. All Laurea BA students must reach at least the personal competence level in all generic competences. In the case of many generic competences, the social reform level cannot be achieved until in connection with a Master's degree.

Ethical competence

Morals refers to an individual's conception of right and wrong, whereas ethics refers to moral choices to which the individual is consciously committed. Ethics is a systematic attempt to understand moral conceptions. It consists of ethical rules and principles, virtues and values. In the generic competence of ethical competence, morals and ethics are fundamentally linked together, because students' moral competence forms a basis for their ethical competence. Ethical competence consists of four components: (1) ethical sensitivity; (2) ethical motivation; (3) moral-ethical problem-solving; and (4) ethical implementation skills.

In order for student activities to be ethical, they must be sensitive to ethical problems contained in different situations. Ethical sensitivity refers to the ability to recognise the special characteristics, needs, rights and responsibilities of each party. It includes awareness of how one's own actions affect other people's well-being, and involves envisaging and anticipating various action plans and their consequences for each party. Empathy and the ability to put oneself in another's position form the core of ethical sensitivity. Students also need knowledge of the special characteristics of major customer groups and ethical problems in the sector. Ethical sensitivity is characterised by professional interaction skills, which are a target for active development throughout each degree.

Ethical motivation refers to committing to moral-ethical values and taking responsibility for one's own actions. The students' responsibility grows from the personal level to the communal and social levels. In order to develop their ethical motivation, they must also know the value bases of their fields and participate in discussions on values.

Moral-ethical problem-solving refers to the ability to solve ethical problems through critical argumentation. It requires consideration of various possible solutions, as well as knowledge and application of the ethical norms and approaches of the field. Continuously developing competence includes the skill to solve problems in interpersonal relationships, work communities, communities and the global environment, and the ability to justify these solutions.

Moral implementation skills refer to the ability to take target-oriented action to solve ethical problems (negotiation and conflict-solving skills), as well as the courage to act in accordance with ethical values, even in complex situations. In order for professional activities to be ethically sustainable, competence must be developed in all these areas of ethical competence..

Levels of ethical competence

At the personal competence level, students are able to:

- reflect on their own values and the consequences of their actions on other people's well-being
- work with a basis in the profession's values, following ethical principles
- apply the field's ethical norms to problem-solving

- examine situations from different parties' perspectives
- work in a tolerant and understanding way in multicultural networks
- apply ethical principles to R&D projects

At the organisational development level, students are able to:

- take into account the special characteristics, needs and rights of major customer groups in their work
- build customer-oriented interactions and work dialogically
- assume responsibility for the welfare of the community and the ethics of the work done
- examine ethical issues from the point of view of the organisation and the community
- develop fair methods of proceeding in their work

At the social reform level, students are able to:

- critically reflect on their own attitudes and prejudices
- actively participate in social debates on values
- assume responsibility at social and global levels
- make arguments in favour of fair social and global changes
- solve conflicts and influence issues

Globalisation competence

Globalisation refers to series of events and processes that cause the world to merge into a single, all-encompassing social system. In other words, globalisation refers to the processes by which things acquire worldwide scope. 'Globalised' refers to worldwide phenomena and the results of the globalisation process: a fully integrated world. Sustainable development in relation to globalisation is a globalised political programme, whose aim is to increase welfare with environmental responsibility, within the limits of environmental capacity.

Global interaction can be classified as **financial, cultural, political or social interaction**. The science of globalisation also includes questions of **ecology and biology**. Sustainable development brings all these dimensions together, with the aim of observing economic growth, cultural diversity, social welfare and ecology in politics and practice.

Levels of globalisation competence:

At the personal competence level, students are able to:

- make use of international sources of information in the field
- take into account the effects and opportunities of multiculturalism and internationalisation on their fields
- recognise the significance of their professional actions in relation to global interactions and sustainable development
- evaluate their own value bases from the point of view of sustainable development and globalisation, and apply them to their work

At the organisational development level, students are able to:

- take into account the effects of their own sector and its organisations on sustainable development, responsibility and international connections
- promote the values of environmental and social responsibility in organisations in the sector, taking into account global interactions
- apply responsibility for sustainable development to an organisation in the sector
- work in international networks

At the social reform level, students are able to:

- recognise the global nature of social issues and the characteristics of sustainable development
- critically evaluate social values and practices from the point of view of sustainable development, taking into account global interactions

- make arguments at social level, applying the principles of sustainable development and taking into account global effects

Innovative competence

All of the processes of our modern society are undergoing constant changes. Laurea has followed the examples of the EU and Finland in choosing a positive attitude towards change as one of its strategic operating methods. The aim is not just to cope with change but also to see it as an opportunity, which requires constant innovation in order to be embraced. According to these strategies, future professionals must have abilities in innovation, so it is essential to include innovative competence in Laurea's generic competences.

Innovation refers to a novelty that is implemented to generate added value productively. There are three separate elements to this definition: 1) novelty; 2) implementation; and 3) added value. In other words, an idea by itself is not an innovation, nor does a wealth of ideas make a person an innovator.

The innovation process can be divided into three stages: continuous evaluation of the situation; generating innovative ideas; and carrying out an implementation project. Innovation can take place on five levels: individual, team, organisation, network and societal level.

At the personal innovation competence level, students learn to be innovative reformers at individual and professional group levels. In addition, they should be able to participate in the implementation of change initiatives in their immediate work environments.

At the organisational innovator level, students can start up innovation work in their own teams and use all the innovation tools that exist in the organisation's framework. In the increasingly network-oriented operating models of the future, organisational innovators should also support active reforms as part of an informal network.

At the social innovator level, students can complete the tasks of the previous levels as well as continuously monitor and analyse the operation of networks and the society. They can take larger frameworks into account in all change processes and motivate people to work towards shared goals.

Levels of innovative competence:

At the personal competence level, students are able to:

- analyse their own thought processes, knowledge and actions
- plan, organise and develop their own work
- set targets and turn them into appropriate, concrete actions
- come up with new ideas, working creatively, expressing their thoughts and convincing others to participate in developing them
- use various ideation methods
- manage themselves, work during change and in diverse projects
- conduct intermediate and final evaluations of a project

At the organisational development level, students are able to:

- monitor and analyse an organisation's work processes and results
- use benchmarking in developing their work
- use diverse teamwork methods
- lead projects, processes and networks or participate in leading them in ways that inspire commitment in others
- link innovation to an organisation's strategic targets
- take into account the nature and demands of innovation work

At the social reform level, students are able to:

- gather ideas from a network, convince others of them and link them to the social framework
- ensure that participants in innovation work are sufficiently committed (guidance, encouragement)
- create and commercialise innovations
- participate productively in innovation networks, and identify and investigate innovation mechanisms

Reflective competence

Reflection constitutes critical analysis of the principles, starting points and consequences of one's actions. Reflection can target the present moment or the past.

In the reflection of earlier experiences, an individual gives meaning to events. A new meaning makes development possible. As cognitive skills and concepts develop, an individual is able to deal with broader entities, differentiate phenomena and observe new ones more clearly.

In reflection of the present moment, simple, previously unconscious routine actions become conscious activity. In critical reflection, an individual's whole meaning-producing perspective changes as tacit knowledge becomes visible, transforming learned matters into action. Critical reflection implies a relationship with communities, concepts and theories.

Thus reflection is a thought process. Reflection is dialogue and problem-solving based on proven arguments. In open dialogue between people, different perspectives provide new challenges. Learners participating in dialogue can look at different perspectives in order to create shared meanings. Deep thought gives time and space for solving encountered problems by examining and investigating them using research methods.

In order to extend their understanding of themselves in relation to other students, customers, work communities or writers, students need skills in self-examination, critical peer evaluation and analysis of their own resources. Self-management emphasises communality and shared participation. Critical awareness helps students to identify their own learning opportunities and the factors that affect them. Shared reflection on their own activities allows students to test their thoughts and share them with others. Reflection means professional growth and competence led by human metacognitive abilities. In the process of becoming an expert, reflection forms part of an investigative and developmental approach towards work.

Levels of reflective competence:

At the personal competence level, students are able to:

- evaluate their own learning and competence and formulate a personal development plan
- identify development challenges and understand problems
- develop their competence independently and with others, and share what they have learnt in a work community
- assume a role in a group/team
- acquire and analyse information systematically

At the organisational development level, students are able to:

- work dialogically, collaboratively and with self-evaluation
- evaluate their self-management and professional competence as part of a community
- evaluate their own work as part of a group, community or professional field
- work during change, identifying and making use of various opportunities for learning and action
- critically justify the principles of their work
- apply the concepts of development challenges appropriately

At the social reform level, students are able to:

- analyse their own actions in relation to social and historical backgrounds
- evaluate and develop the functionality of regional operating methods and models
- evaluate systematic information that has been structured, produced and written, and develop social activities on the basis of it

Network competence

The generic competence of network competence encompasses a broad range of competences, from individual communication skills to organisation networking and strategic network leadership. Communication is essential to communality and a functioning society. Only with communication can we create shared meanings. Networking and the development of network processes are fuelled by interpersonal and interorganisational communication. In order for social and economic structures to become networked, new kinds of skills and attitudes are needed in the network's participants. Dialogue and interaction are essential resources of a networked society. Laurea's aim is to promote and develop its students' network competence in diverse ways, creating innovative network competence models.

Network competence refers to time-based management of internal and external efficiency in order to significantly increase the efficiency of common practices. Network competence can include networking and network leadership. Network competence and strategic networks are often synonymous. **Networking**, on the other hand, is a cooperation model for companies and organisations, and may involve operators from various fields. **Network leadership** is the model used to manage a network.

Network competence is largely based on the communication skills of the people participating in the networks in question. Without communication and interaction, there can be no functioning networks. Organisations must be able to operate flexibly in a changing operating environment and also to influence the development of the environment. A learning organisation has communication and interaction skills as a central tool for creating functioning networks and developing network competence.

The generic competence examines network competence on three levels. **The personal competence level** (basic level) focuses on developing communication skills and participation in networks. This is the basic level of network competence, which must be mastered by all Laurea students. It is important for students to obtain good communication skills in order to communicate effectively in various situations. Students must also be able to take on active, target-oriented roles in networks.

The organisational developer level (intermediate level) centres on understanding the strategic significance of network competence and partnerships, as well as on analysing and reflecting on his or her own actions from the point of view of the company. Graduates must be able to identify strategic partnerships, promote the organisation's networking with their actions and create new network relationships. The most important thing is a proactive, developmental approach towards network operations.

The social reformer level (advanced level) requires the ability to analyse the operation of entire strategic networks in relation to their environment. This level is achieved by top experts in network competence. Graduates have the ability to lead strategic networks (orchestration) and to anticipate complex social development trends (visioning).

Levels of network competence:

At the personal competence level, students are able to:

- present things in writing, verbally and visually using various communication styles
- act in situations requiring professional communication and interaction
- identify various team work models and work in teams
- participate collaboratively and actively in a network
- take into account cultural differences and work with people with different cultural backgrounds

At the organisational development level, students are able to:

- participate in and manage negotiations
- participate in group communications
- communicate on topics related to their specialist fields to a lay audience
- develop the networked operations of a professional organisation
- take initiatives in developing a network

At the social reform level, students are able to:

- work as experts in communication situations
- plan communications from a strategic point of view, and work with the media

- initiate networked operations and lead a strategic network
- adopt a developmental and predictive approach to work, and influence the work environment
- monitor and analyse networks' operating models

European higher education area

LAUREA'S COMPETENCE-BASED CURRICULUM FORMS PART OF THE EUROPEAN HIGHER EDUCATION AREA

Finnish higher education institutions have reformed their curricula in accordance with the Bologna Process, i.e., the creation of the European Higher Education Area. The EU's strategic targets for education also apply to Finnish education. Each country has its own education system; this diversity is still taken into account, but cooperation and mobility are also needed to allow the citizens of different countries to benefit from the diversity, rather than turning it into a restriction. The Bologna Process started in 1999 at a conference of ministers responsible for higher education. After that, Ministerial Conferences have been arranged regularly, with the latest one in Leuven in 2009. Currently the process involves 46 countries, some from outside the EU. The aim of the Bologna Process is to establish a consistent, compatible and attractive Higher Education Area in Europe by 2010.

The objectives of the process are:

- adoption of easily readable degree structures
- adoption of comparable degree structures
- establishment of a system of credits
- promotion of European cooperation in quality assurance
- increasing mobility
- participation of higher education and students
- lifelong learning
- promotion of European dimensions in higher education
- cooperation between higher education and research

To promote the adoption of easily readable, comparable degrees, the process has created a system based on two main cycles: undergraduate (Bachelor level) and graduate (Master level). Finland has adapted its degree structure to align it with this European objective. In universities of applied sciences, the two-cycle degree is implemented in a way that students obtain a Bachelor's degree, after which they have the opportunity of obtaining a Master's degree. The requirement for Master's degrees is an undergraduate degree plus three years' work experience. The long-term objective is that approximately 20 per cent of Bachelor's-degree graduates will take a Master's degree.

The establishment of a system of credits refers to the ECTS (European Credit Transfer and Accumulation System). Most European countries are adopting this credit system based on the amount of work in each academic year. In the ECTS, one year of study produces 60 credits. The ECTS was adopted more than ten years ago; initially it applied primarily to student exchanges, but now all credit accumulation (previously *transfer*) measurements are made according to the system. Finnish universities of applied sciences adopted ECTS credits in 2005.

The ECTS is a student-centric system, based on the *student workload* needed to achieve the targets set for each degree. The students' learning process is intended to be the focal point of curricula, which define *learning outcomes* and *competences*. Curricula should move away from a focus on individual subjects and the starting points of teaching towards a model that observes the holistic development of students and supports professional growth. This model is referred to as the competence-based curriculum.

From the point of view of promoting mobility, curricula must be internationally understandable. The aim of standardising the structures and learning targets of degrees is to improve the conditions for mobility within and between higher education institutions during the studies, and also in the workplace, after graduation. In terms of the recognition and comparability of degrees taken in different countries, it is important to link learning outcomes to concrete competence requirements and definitions in the labour market. These are the objectives of the "Tuning Educational Structures in Europe" project. It has defined a number of shared *generic competences* that are independent of subjects and fields of study, as well as *subject-specific* (professional) *competences* for certain degrees.

Laurea's competence-based curriculum takes into account the demands of the Common European Framework. Studies are accumulated in the form of credits, while study units are larger entities. Competence is defined in terms of the students' learning outcomes. The generic competences defined at Laurea correspond with the national and European learning outcomes considering the generic competencies and the objectives set for Bachelor-level degrees in the "Joint Quality Initiative" -network. Comparisons have shown globalisation and innovative competence in particular to be unique, so they are well suited to describing the competence produced at Laurea from the point of view of an international university of applied sciences specialising in service innovations. Laurea's innovative efforts in relation to the competence-based core curriculum are a proactive response to the challenges of international competitiveness in the Helsinki metropolitan area. Currently resources are being directed towards further enhancing the quality of the curriculum's implementations in generating new competence and innovations for Laura's operating environment.

Bologna Process

<http://www.minedu.fi/OPM/Koulutus/artikkelit/bologna/index.html>

Tuning Educational Structures in Europe

http://europa.eu.int/comm/education/policies/educ/tuning/tuning_en.html

Operating environment

The social services operating environment changes constantly. Globalisation, changes in the economy and industry, and technological advances are reflected in the lives of individuals, families and communities. Some of the main challenges faced by the social services are the aging of the population, multiculturalism and increasing socio-economic differences. The welfare service structure is shifting from being system- and sector-focused to providing customer-oriented, networked services. The significance of immediate communities and private services is growing in welfare service production. Welfare technology will continue to open new doors, although interpersonal work is also increasing in importance. Service innovations are required in order to respond to the challenges faced by the welfare sector.

Laurea's area of operation, the Helsinki Metropolitan Area, is highly dynamic. The area is characterised by population growth, strong economic and technological development, internationalisation and multiculturalism. The lifestyles of people in Uusimaa vary from typical urban cultures to rural small-community cultures. The aging of the population will be the single biggest challenge faced by welfare services in Uusimaa in coming years. Other challenges are related to supporting the everyday lives of families with children living in widely different conditions, to various social problems and to factors that cause social marginalisation, such as unemployment, homelessness, addiction and mental health problems and crime.

Bachelors of Social Services graduating from the Degree Programme in Social Services find employment in a wide variety of positions in social services, most commonly as social welfare workers, counsellors, senior counsellors, kindergarten teachers, family workers or project managers. Bachelors of Social Services can assume various positions requiring expertise in planning, implementing, evaluating, coordinating and developing work.

Expertise

The aim of the Degree Programme in Social Services is to educate experts in social services. This means providing education in issues related to education, rehabilitation, prevention and the maintenance of abilities, from the points of view of relationships between people, social situations and the society as a whole. The value base of social services is founded in respect for people and social justice. Bachelors of Social Services are experts in everyday life, supporters of ordinary people in various situations and problems that they encounter.

The field of social services and health care consists of working with people. Skills in interpersonal work, interaction, empathy, responsibility, individual and group management, and holistic encounters with people form the core of competence in the field. Social services also emphasise the societal nature of problems, resources and support. Work in the field is closely linked to the structures of the welfare society. The operating environments of the sector are built on the basis of social policy decisions. Bachelors of Social Services must be prepared to work in the public, private and third sectors alike. The relationships of an expert in social services with the society are twofold: on the one hand, Bachelors of Social Services are executors of social policy decisions, providing guidance to customers in the use of welfare services; on the other hand, their core competence includes providing social influence and supporting citizens through social change processes.

The Degree Programme in Social Services trains experts for the broad field of social services. Different areas of the field require different skills; challenges and opportunities related to population, legislative, technological and methodological developments create a need for specialist skills. The main areas of specialisation are related to the aging population, supporting children and families, marginalisation, social rehabilitation and increasing participation.

Competence in existing social service methodology and a deep understanding of the social viewpoint form an essential part of expertise in social services. However, work with customers living in different conditions and with changing social situations emphasises the need for an investigative and developmental approach instead of one where ready-made solutions are adopted. Also needed is a constant self-evaluation of one's own work and learning, i.e. reflective professionalism. Social efficiency requirements and a focus on citizens' rights and the effectiveness of social service work have brought about an emphasis on evaluating services and work methods, on quality and on leadership.

Competences

The competence of a Bachelor of Social Services is based on social and behavioural science theory. The main methodological foundations are related to social work, social pedagogy, and a creative and functional orientation. The core competences of a Bachelor of Social Services are:

- professional ethics in social services
- work with customers
- knowledge of the service systems in social services
- social analysis
- reflective development and leadership
- community competence and social influence

Competence development process

Education in social services is founded on a conception of humanity that emphasises development opportunities, activity and resources. Learning situations promote active information processing and focus on a creative, experiential and interactive approach. The starting points for learning lie in reflecting on forms of interaction and experience and critically examining one's own experiences and information structures built during life. Throughout their studies, students are encouraged to adopt an investigative and developmental approach, to increase their ethical awareness and to assume critical ethical reasoning and responsibility.

Students start by looking at the learning methods needed at the university of applied sciences and become familiar with the multidisciplinary framework of the social service sector. This stage stresses the importance of self-evaluation, of defining one's self-image, and of improving customer interaction skills. Students learn the ethical principles of social services and adopt a customer-oriented and respectful way of working. As their studies progress, the students begin to focus increasingly on work, processes and methods in social services. They evaluate their activities in relation to the general practices and methods of the sector. Questions of equality in welfare service provision are addressed. The later stage of studies emphasises social awareness. Students look at their own activities and the work they carry out in the workplace in relation to social trends and values. An investigative approach and skills in developing work methods are particularly important in later studies.

Description of the Degree Programme

The scope of the Degree Programme in Social Services is 210 credits (cr) and includes compulsory themes (135 cr), optional advanced themes (45 cr) and elective studies (20 cr). Students can use optional and elective studies as well as various kinds of projects to build their own learning paths to career development.

Studying in the Degree Programme

At Laurea, learning is based on participation in development projects for actual employers. Learning springs from partnerships between lecturers, students and experts from the sector. Development projects and workshops allow individual and social learning, the generation of new learning data, as well as the production of innovations in the form of new products, operating models and work cultures. Students acquire methods in R&D and project work, and learn how to operate in development projects throughout their training. Guidance and self-evaluation are used to support the personal, ethical and professional growth needed for the field. International operations form an important

part of the degree programme.

The degree includes 45 credits in practical work to further professional development. There are three job placement periods during the degree:

- Customer Work Practice (15 cr) is included in the Encountering the Customer theme, and is generally completed in the first year.
- Professional Work Methods Practice (15 cr) is included in optional advanced studies and is generally completed in the second year.
- Professional and Service Innovation Development Practice (15 cr) is included in the Managing and Developing Work in Social Services theme, and is generally completed in the third year.

During the degree, students focus their competence on one of the following specialisations:

- Supporting the Well-Being of Children and Families (all units)
- Creativity to Support Participation (Vantaa)
- Marginalisation and Social Rehabilitation (all units)
- Supporting the Well-Being of Senior Citizens and the Elderly (Espoo and Central and Northern Uusimaa)

Students must complete 45 credits in an area of expertise of their choice.

Bachelors of Social Services can become qualified kindergarten teachers (Act 272, Section 7 and Decree 608/2005 on the qualification requirements for social service professionals) by completing 60 credits of studies in early childhood education and social pedagogy. This can be done for instance by completing the theme on Supporting the Well-Being of Children and Families (30+15 cr), which includes practical work in an early childhood education environment, and by completing a thesis (15 cr) related to early childhood education or social pedagogy. The qualification to be a kindergarten teacher is mentioned separately on the degree certificate.

Elective studies (20 cr) can be used to deepen or broaden the students' competence. Students may complete elective studies from their own or from external degree programme selections. Particularly suitable as elective studies are the study units Developing Service Innovations, Service Innovations in Business Development, Innoplaza and Student Tutoring, as well as elective and preparatory language studies. Elective studies from external degree programmes can be either whole themes or individual study units. Students can also complete elective studies from other advanced themes in the Degree Programme in Social Services.

The degree includes 15 credits in a thesis. During the thesis process, students grow professionally towards expertise, acquiring an investigative and developmental approach. The thesis and the developmental studies chosen in the final year are related in content to optional advanced themes and linked to the research and development directions of each unit.

The duration of the Degree Programme in Social Services is 3.5 years. Studies progress in accordance with each student's personal study plan.

		1. year	2. year	3. year	4. year
OP	STUDIES	60	60	60	30
011	FOUNDATIONS OF WORK IN SOCIAL SERVICES				
00021	Becoming a Social Service Professional	10			
012	ENCOUNTERING THE CUSTOMER				
00022	Interaction in Customer Work	10			
00023	Diverse and Multicultural Customer Relationships	10			
00024	Methodical Customer Work	10			
00025	Customer Work Practice	15			
00026	Swedish in Social Services		5		
013	WELFARE SERVICES AND SOCIAL INFLUENCE				
00027	Changes in the Welfare Society	5			
00028	Producing Welfare		10		
00029	Social Influence and Social Ethics			10	
014	SUPPORTING THE WELL-BEING OF CHILDREN AND FAMILIES				
00030	Child-Focused Work and Supporting Parenthood		10		
00031	Early Childhood Education and Child Welfare		20		
00038	Professional Work Methods Practice		15		
00398	Supporting the Well-Being of Children and Families, Practice		15		
016	MARGINALISATION AND PARTICIPATION				
00034	Rehabilitating Social Work		10		
00035	Marginalisation and Supporting Participation		20		
00399	Marginalisation and Social Rehabilitation, Practice		15		
015	CREATIVITY TO SUPPORT PARTICIPATION				
00032	Becoming an Inspirer		10		
00033	Participatory Creative Activities		20		
00400	Creativity To Support Participation, Practice		15		
017	SUPPORTING THE WELL-BEING OF SENIOR CITIZENS AND THE ELDERLY				
00036	The Aged as Individuals and in the Community		10		
00037	Gerontological Social Services		20		
00401	Supporting the Well-Being of Senior Citizens and the Elderly , Practice		15		
018	MANAGING AND DEVELOPING WORK IN SOCIAL SERVICES				
00039	Research and Development Methods			10	
00040	Group Work and Teamwork			5	
00041	English in Social Services I			5	
00007	Responsible Leadership in a Work Community			10	
00273	Professional and Service Innovation Development Practice			15	
00043	Thesis				15
047	LAUREA'S COMMON STUDIES				

00202	Initial Test in English Skills	0			
00203	Initial Test in Swedish Skills	0			
00195	Preparatory Studies in Swedish	3			
00194	Preparatory Studies in English	3			
00189	Preparatory Studies in Mathematics	3			
00190	Student tutoring				
00191	International Student Tutoring				
00192	Introduction to the Spanish- and Portuguese-Speaking World				
00193	Introduction to Studies in the Baltic Sea Region				
00331	Innoplaza, Study Unit in Entrepreneurship				
00387	Go abroad				
00388	Preparatory Studies in Finnish (as Mother tongue)	3			
00392	Work and Development in a Community of Experts				
0378	JOB PLACEMENT				
125	ELECTIVE STUDIES				
00578	Group Management				
		60	60	60	30

011 FOUNDATIONS OF WORK IN SOCIAL SERVICES, 10 cr

Description:

Opiskelija osaa korkeakoulumaisen opiskelutavan ja perehtyy sosiaalialan työn lähtökohtiin.

The student will be able to:

laatia henkilökohtaisen oppimissuunnitelman, käyttää keskeisiä opiskelun välineitä ja tekniikoita sekä opiskella erilaisissa oppimisympäristöissä

- hahmottaa oman opiskelunsa sosiaali- ja terveysalan työn ydinosaamisen ja sosiaalisen asiantuntijuuden suunnassa

Content:

Teema on opintojen alkuun sijoittuvia perusopintoja.

00021 Becoming a Social Service Professional, 10 cr

The student is able to:

arvioida oman oppimisensa lähtökohtia

- hahmottaa tutkivan ja kehittävän toiminnan merkityksen oppimisessa sekä oppimisen arvioinnin merkityksen ja välineet
- hahmottaa sosiaalialan muuttuvaa toimintaympäristöä ja sosiaalisen asiantuntijuutta
- sosiaalialan työtä ohjaavat arvot ja eettiset periaatteet sekä osaa reflektoida omia arvojaan suhteessa niihin
- käyttää keskeisiä tietoteknisiä sovelluksia ja hakea tietoa erilaisista tietokannoista
- viestiä sekä kirjallisesti että suullisesti työ- ja arkielämän tilanteissa sekä tuottaa kirjallisia raportteja
- toimia kokouksissa ja neuvotteluissa ammatillisesti ja vuorovaikutteisesti

Contents of the study unit:

oma oppiminen, tutkiva oppiminen, hankkeissa oppiminen, kehittämispohjainen oppiminen

- ammatillinen kehittyminen ja sen arviointi
- sosiaalialan arvot ja eettiset periaatteet
- sosiaalialan työn edellyttämät valmiudet
- sosiaalisen asiantuntijuus
- sosiaalialan työn yhteiskunnalliset kontekstit
- tietotekninen osaaminen, tiedonhankinta
- kirjallinen ja suullinen viestintä

012 ENCOUNTERING THE CUSTOMER, 50 cr

Description:

Students know how to encounter and provide guidance to various customers and customer groups, always respecting customers and following the ethical principles of social services.

The student will be able to:

- recognise different circumstances and resources in customers and create relationships based on professional interaction
- evaluate and apply various theoretical approaches and methods to customer interaction situations
- support and guide various kinds of customers and customer groups (and families) at different stages of growth and development, and in different circumstances.

Content:

The theme contains core competences needed by all students of the degree. The theme emphasises customer interaction and the methodologies of customer work.

Learning process:

In terms of professional growth, the theme is situated towards the beginning of the process, where the students' professional development is apparent as the growth of ethical awareness, a consideration of values and an increase in professional interaction and customer work skills with regard to individuals and groups.

00022 Interaction in Customer Work, 10 cr

The student is able to:

- consider the values that underlie their own thoughts and actions
- specify the emotions caused by various customer situations and the underlying personal beliefs
- recognise the special characteristics of customer relationships in social services
- create customer-oriented and empathetic interaction when working with individuals and groups
- participate in a group and recognise the legal aspects of group interaction and development

Contents of the study unit:

- customer-oriented interaction and encountering a customer
- processes and dynamics of customer work
- group processes
- creativity and functionality in customer work

00023 Diverse and Multicultural Customer Relationships, 10 cr

The student is able to:

- know the legal aspects of human growth and development
- take into account the significance of culture in customer work
- know the principles of anti-oppressive social work
- understand the diversity of the social services clientele
- specify the emotions caused by various customer groups, and the underlying personal beliefs and values
- know the most common mental health problems and the dynamics of dependence

Contents of the study unit:

- human growth and development, and special support needs
- identity, life style and culture
- multiculturalism and anti-oppressive work
- the family as a cultural, social and educational phenomenon and environment
- addiction and mental health problems as special challenges to customer work
- principles of the physical care

00024 Methodical Customer Work, 10 cr

The student is able to:

hyödyntää erilaisia sosiaalialan teoreettisia lähestymistapoja ja

metodisuutta toimiessaan asiakastilanteissa yksilöiden ja ryhmien kanssa

- valita, käyttää ja arvioida asiakastyön menetelmiä suunnitelmallisesti ja tavoitteellisesti
- tukea ja ohjata erilaisia asiakkaita ja asiakasryhmiä kasvun ja kehityksen eri vaiheissa ja elämäntilanteissa

Contents of the study unit:

asiakastyön tutkimukselliset ja tiedolliset lähtökohdat

- sosiaalialan asiakastyön teoreettiset lähestymistavat ja metodit
- sosiaalityön metodisuuden luonne ja sosiaalityön menetelmälliset perinteet
- luovat ja toiminnalliset menetelmät
- yksilön, ryhmän ja yhteisön ohjauksen perusteet

00025 Customer Work Practice, 15 cr

The student is able to:

- kohdata ja ohjata erilaisia asiakkaita ja asiakasryhmiä
- rakentaa asiakaslähtöisen vuorovaikutussuhteen
- hahmottaa työyhteisön ja organisaation perustehtävän
- osallistua aktiivisesti ja vastuullisesti työyhteisön toimintaan

- asettaa itselleen ammatillisia osaamistavoitteita ja arvioida omaa ammatillista kasvuaan sekä vahvuuksiaan ja kehittymistarpeitaan asiakastyössä
- toimia sosiaalialan eettisten periaatteiden mukaisesti

Contents of the study unit:

- asiakastyön perusvalmiuksien käytännöllinen opiskelu harjoittelupaikassa

Previous studies:

Opintojakso Vuorovaikutus asiakastyössä (00022)opintojakso tai vastaavat tiedot.

00026 Swedish in Social Services, 5 cr

The student is able to:

- communicate in Swedish in his/her work community
- participate in a community of experts, effectively using acquired communication skills
- communicate on the topics of his /her field of expertise using various channels
- apply information gathered from sources in a foreign language

Contents of the study unit:

- oral and written professional communication
- key concepts in social welfare, health care and physiotherapy terminology
- job application, introducing oneself, one's educational background and work experience

Study unit description:

Students attain at least skill level B1.2, as defined in the Common European Framework. In addition, students receive grades of good or satisfactory in oral and written language skills in accordance with the language skill requirements of civil servants.

013 WELFARE SERVICES AND SOCIAL INFLUENCE, 25 cr

Description:

Students become familiar with the Finnish social security and welfare service system. Students understand the multifaceted nature of welfare and various different ways of implementing welfare policies. Students learn to work in service management, networks and multidisciplinary partnerships.

The student will be able to:

- recognise social change
- see the Finnish social security system as a whole and know the legislation and service structure that determine the services offered
- guide various types of customer groups in the use of services and benefits
- participate in multidisciplinary teams and networks
- apply the methods and work processes of structural social work and relate them to the social and socio-ethical frameworks
- understand the changes to social policy caused by integration into the EU, and the challenges to the social security system and to customer work brought by globalisation

Content:

Central to the theme is the recognition of changes in the welfare society and the effects these changes have had on demand and supply of welfare services. The theme looks at the basic principles of social policy, and at social change from the point of view of citizens' communities and the society. The theme provides basic knowledge of social security and social law. Also important are networking, multidisciplinary cooperation, service management and a critical look at professional ethics in social services.

00027 Changes in the Welfare Society, 5 cr

The student is able to:

- examine social changes from the points of view of the economy, labour, education, housing and

internationalisation

- recognise the social viewpoint and apply the basic concepts of social science
- outline the development policies of the Finnish social service system
- read and interpret social science studies • examine social changes from the points of view of the economy, labour, education, housing and internationalisation
- recognise the social viewpoint and apply the basic concepts of social science
- outline the development policies of the Finnish social service system
- read and interpret social science studies

Contents of the study unit:

- welfare, the economy and social policy
- changes in Finnish society and globalisation
- development of the Finnish social service system
- social work as a social activity and a subject of research
- future forecasting and scenarios of the welfare society

00028 Producing Welfare, 10 cr

The student is able to:

- know the structure of the Finnish social security system
- know the benefits awarded by national insurance and the Social Welfare Act
- know the principles of social legislation
- work in multidisciplinary networks
- know the principles of service management
- analyse their own work and their choices as part of social action and development
- analyse the ethical problems related to the use and production of welfare services
- principles of entrepreneurial practices

Contents of the study unit:

- value base of the welfare society and ethical issues behind welfare services
- Finnish social services and social security
- principles of social legislation
- networking and multidisciplinary cooperation
- service management and coordination, and service plans as tools
- welfare entrepreneurship
- welfare technology

00029 Social Influence and Social Ethics, 10 cr

The student is able to:

- analysoida huono-osaisuutta luovia ja ylläpitäviä yhteiskunnallisia rakenteita ja prosesseja sekä keinoja vaikuttaa niihin
- toimia vaikuttajana eri sidosryhmissä halliten erilaisia vaikuttamisen keinoja ja välineitä
- toimia aktivoijana ja toimijana erilaisissa verkostoissa, yhteisöillisissä hankkeissa ja projekteissa
- ottaa huomioon kestävän kehityksen näkökulman työssään ja toimia sen mukaisesti
- argumentoida sosiaalisten, yhteiskunnallisten ja globaalien muutosten puolesta
- käynnistää arvokeskustelua erilaisissa yhteisöillisissä hankkeissa ja projekteissa

Contents of the study unit:

- kansalaisvaikuttaminen ja tiedottaminen
- yhdyskunta-, alue- ja yhteisötyö
- sosiaalisten ongelmien rakentuminen ja rakenteellinen sosiaalityö
- yhteiskunnallinen ja poliittinen vaikuttaminen
- sosiaalietiikka, etiikan teoriat ja lähestymistavat
- oikeudenmukaisuus moraalisenä ja eettisenä ilmiönä

014 SUPPORTING THE WELL-BEING OF CHILDREN AND FAMILIES, 45 cr

Description:

Students can support the well-being of children, adolescents and families. They can act as educators and promoters of well-being for children and adolescents, and as supporters of family rehabilitation.

The student will be able to:

- analyse demands and ethical principles related to the field, and affect their implementation and development through dialogue with communities and networks
- critically evaluate their own values, emotions, personal work methods and professional growth
- act as critically reflective, continuously developing educators, carers, and learning and growth counsellors for children
- appreciate and give strength to families
- plan, evaluate and implement regional development for children, adolescents and families
- evaluate and develop social and cultural innovations for the well-being of families with children, as part of their project work and continuous development
- act as experts to promote the interests of children, and continuously evaluate and develop expertise

Content:

This theme forms a learning module in which students learn to act as experts and active developers in early and special education, family work and child welfare environments. The aim is to deepen child- and family-centred, creative and collaborative professional competence.

00030 Child-Focused Work and Supporting Parenthood, 10 cr**The student is able to:**

- arvioida perheen voimavaroja ja tuen tarpeita edistääkseen lapsen, nuoren ja perheen hyvinvointia
- vahvistaa lasten, nuorten ja perheiden kulttuurisia ja sosiaalisia voimavaroja yhteisöissä ja yhteiskunnassa
- arvioida ja hyödyntää kriittisesti asiantuntijaosaamistaan
- kehittää lapsi- ja perhelähtöisiä toimintamalleja systemaattisesti tietoa jäsentäen
- tunnistaa ja analysoida lapsen etuun liittyviä eettisiä ongelmia

Contents of the study unit:

- perhelähtöinen työskentely sekä vanhemmuuden tukemisen ja perhetyön menetelmät
- lapsilähtöinen työskentely
- ennaltaehkäisevä lastensuojelutyö ja lapsen etu
- monikulttuurinen kasvatustyö
- lapsen ja nuoren kasvun erityishaasteet

00031 Early Childhood Education and Child Welfare, 20 cr**The student is able to:**

- soveltaa varhaiskasvatustyön ja lastensuojelutyön teoreettisia perusteita, palvelujärjestelmiä ja lainsäädännöllistä taustaa oman työnsä lähtökohtana
- vaikuttaa alueellisten lapsiperheiden hyvinvoinnin mallien toimivuuden arviointiin ja kehittämiseen
- arvioida lasten ja nuorten sosiaalisia ongelmia, syrjäytymisen ehkäisyyn liittyviä toimintamuotoja ja edistää verkostoissa sosiaalisten ongelmien käsittelyä
- suunnitella, arvioida ja kehittää erilaisia kasvatus-, hoito-, ohjaus- ja kuntoutusmenetelmiä ja toimintaympäristöjä perhe- ja lapsilähtöisesti
- arvioida kasvattajan, ohjaajan ja yhteistyökumppanin rooliaan suhteessa lapsiperheiden hyvinvoinnin yhteiskunnallisiin haasteisiin
- ohjata ja tukea lapsen yksilöllistä ja yhteisöllistä toimintaa, oppimista, tutkimista ja leikkimistä

Contents of the study unit:

- lapsen ja nuoren kasvun, kehityksen ja oppimisprosessin sekä ryhmän ohjaaminen
- leikki ja tavoitteellinen, luova toiminta
- varhaiskasvatuksen suunnittelu, arviointi ja kehittäminen
- varhainen tuki ja oppimisvaikeudet
- erityiskasvatuksen ja kuntoutuksen menetelmät

- lapsen ja aikuisen välinen kiintymyssuhde
- lapsen ja aikuisen välistä vuorovaikutussuhdetta tukevat menetelmät
- lastensuojelun prosessit ja työmenetelmät sekä niiden arviointi ja kehittäminen
- lastensuojelulaki ja lastensuojelua ohjaavat säädökset
- lasten ja nuorten syrjäytymisen ehkäisy
- kuntouttava lastensuojelutyö

00038 Professional Work Methods Practice, 15 cr

The student is able to:

- toimia ammatillisten toimintatapojen mukaisesti ja arvioida niitä suhteessa organisaation perustehtävään
- osaa löytää työn käytännöstä ilmiöitä, joita hän perustelee teoreettisesti ja kehittää dialogissa asiakkaiden, työyhteisön ja yhteistyöverkoston kanssa
- rakentaa empaattisen vuorovaikutussuhteen
- havaita eettisiä valintatilanteita ja etsiä ratkaisuja työyhteisön jäsenenä, asiakkaiden kanssa ja yhteistyöverkostoissa
- arvioida kriittisesti itseään kehittyvänä ammattilaisena suhteessa ammattityön menetelmiin ja asiakastyön haasteisiin
- reflektoida tavoitteita yhdessä asiakkaiden kanssa

00398 Supporting the Well-Being of Children and Families, Practice, 15 cr

The student is able to:

- toimia ammatillisten toimintatapojen mukaisesti ja arvioida niitä suhteessa organisaation perustehtävään
- osaa löytää työn käytännöstä ilmiöitä, joita hän perustelee teoreettisesti ja kehittää dialogissa asiakkaiden, työyhteisön ja yhteistyöverkoston kanssa
- rakentaa empaattisen vuorovaikutussuhteen
- havaita eettisiä valintatilanteita ja etsiä ratkaisuja työyhteisön jäsenenä, asiakkaiden kanssa ja yhteistyöverkostoissa
- arvioida kriittisesti itseään kehittyvänä ammattilaisena suhteessa ammattityön menetelmiin ja asiakastyön haasteisiin
- reflektoida tavoitteita yhdessä asiakkaiden kanssa

Contents of the study unit:

- asiakastyön menetelmät
- tutkivan työotteen harjoittaminen

016 MARGINALISATION AND PARTICIPATION, 45 cr

Description:

Students gain expertise in issues related to marginalisation and learn how to deal with marginalised people to strengthen their well-being.

The student will be able to:

- plan rehabilitation processes and support rehabilitation patients in everyday situations
- understand the individual, social and global nature and significance of social problems
- reflect on their own attitudes towards marginalisation and social exclusion
- support participation in various customer groups

Content:

This theme centres around marginalisation, social exclusion and inclusion on the one hand, and social integration, social rehabilitation and well-being on the other. The competence relates largely to social rehabilitation, and is evident as the acquisition of important skills in social rehabilitation and participatory methods, and as an ability to participate in multidisciplinary teams, networks and communities linked to the subject.

The emphasis, content and implementation of the theme depend on the unit.

00034 Rehabilitating Social Work, 10 cr

The student is able to:

- know the basic concepts of rehabilitation and rehabilitating social work, and the main regulations, programmes and quality criteria related to rehabilitation
- plan and implement activating work methods
- motivate and support customers in their rehabilitation
- plan rehabilitating processes
- support customers in spontaneous coping
- participate in networks to promote rehabilitation

Contents of the study unit:

- adult social work, activating social policies
- social rehabilitation and activation
- planned rehabilitation processes
- social rehabilitation methods
- multidisciplinary and rehabilitating networking
- principles of crisis intervention
- legislation related to rehabilitation, service systems and national/international reports and action plans

00035 Marginalisation and Supporting Participation, 20 cr

The student is able to:

- understand the individual, communal, social and global nature and significance of social problems
- reflect on their own attitudes towards marginalisation, social exclusion and inclusion
- encounter different marginalised customers and customer groups and use some of the main rehabilitation methods when working with them
- plan and implement preventive functions to support participation
- direct customers to general and specialist services
- take part in networks and associations that support citizen participation
- evaluate the effectiveness of planned and implemented social rehabilitation methods
- recognise national and international action plans related to supporting well-being, participation, social integration and rehabilitation

Contents of the study unit:

- marginalisation, social exclusion and inclusion
- individual, communal and societal contexts for interpreting social problems
- influencing marginalisation and supporting participation in different fields of operation
- national and international action plans
- special service system and service management
- methods and forms of rehabilitating, participatory and preventive work
- effectiveness and evaluation of rehabilitation

Study unit description:

The focus of the study unit may be on topics including:

- deprivation, multiple problems, unemployment and homelessness, and how to influence them
- addiction and mental health problems; addiction, crisis and mental health work
- social monitoring and punishment system and influencing crime
- disabilities and working with the disabled
- cultures, subcultures and multicultural social work

00399 Marginalisation and Social Rehabilitation, Practice, 15 cr

The student is able to:

- toimia ammatillisten toimintatapojen mukaisesti ja arvioida niitä suhteessa organisaation perustehtävään
- osaa löytää työn käytännöstä ilmiöitä, joita hän perustelee teoreettisesti ja kehittää dialogissa asiakkaiden, työyhteisön ja yhteistyöverkoston kanssa

- rakentaa empaattisen vuorovaikutussuhteen
- havaita eettisiä valintatilanteita ja etsiä ratkaisuja työyhteisön jäsenenä, asiakkaiden kanssa ja yhteistyöverkostoissa
- arvioida kriittisesti itseään kehittyvänä ammattilaisena suhteessa ammattityön menetelmiin ja asiakastyön haasteisiin
- reflektoida tavoitteita yhdessä asiakkaiden kanssa

Contents of the study unit:

- asiakastyön menetelmät
- tutkivan työotteen harjoittaminen

015 CREATIVITY TO SUPPORT PARTICIPATION, 45 cr

Description:

Students learn to understand the significance of creativity and creative activity in promoting the well-being of individuals, communities and the society, and know how to foster the value of creativity as a support for human growth and participation.

The student will be able to:

- apply different forms of expression and make use of them in their creative process as part of their own professional development and customer work
- understand and make use of the dimensions of creativity as a form of being, a method of thinking, a multisensory language, a way of being influenced and an investigative tool
- act and be influential as a socio-cultural inspirer in projects to increase community welfare, in cooperation with other players
- investigate and develop emotional and social capital at the societal level, making use of art-like functions

Content:

This theme focuses on the opportunities and limitations of creativity in individuals, groups, communities and societies within the framework of social services. The theme deepens the students' understanding of human multisensory forms of being and ways of working professionally. As a whole, students adopt the role of socio-cultural inspirers through theory and practice. Competence gained in the theme relates to applying the language of drama, movement, images and music to work in the field; to investigating one's own role and expression in challenging situations; to making difficult and important issues evident in customer work; to strengthening customer participation; and to developing new opportunities and solutions through interaction between artistic activity and social expertise. Some of the topics in the theme are participation, empowerment and marginalisation in a community, cultural identity and functionality as a part of community work. The Participatory Creative Activities study unit contains parallel content topics in Participatory Drama and Music, and Participatory Movement and Images.

00032 Becoming an Inspirer, 10 cr

The student is able to:

- hyödyntää omia luovia voimavarojaan toimiessaan innostajana
- toimia tavoitteellisesti, suunnitella, ohjata ja arvioida luovan toiminnan ryhmäprosesseja asiakkaan yksilöllisten ja yhteisöllisten tarpeiden ja voimavarojen suunnassa
- soveltaa moniaistisia, eheyttäviä ja osallistavia työskentelytapoja asiakkaan arjessa ja erilaisissa yhteisöissä

Contents of the study unit:

- musiikin, draaman, kuvan ja liikkeen kieli
- sosiokulttuurinen työ
- terapeutin luova toiminta

00033 Participatory Creative Activities, 20 cr

The student is able to:

- ottaa käyttöön valmiuksiaan draamallisessa, liikunnallisessa, kuvallisessa ja musiikillisessa toiminnassa ammatillisen osaamisen tukena ja kuntouttavana välineenä sekä työn voimavarana.

- suunnitella, ohjata ja arvioida ryhmäprosesseja, joissa hyödynnetään luovan toiminnan keinoja
- soveltaa draaman, kuvan, musiikin ja liikunnan kieltä vaihtoehtona tutkia ja tehdä näkyväksi yhteisön erilaisia tärkeitä ja vaikeiksi koettuja kysymyksiä
- toimia taiteenkaltaisten toimintojen ja sosiaalialan työn menetelmien kehittäjänä ja vaikuttajana sosiaalisen asiantuntijuuden kentässä
- tunnistaa ja vaikuttaa luovuuden ehtoihin ja puitteisiin luovan yhteisön ja luovan hyvinvointiyhteiskunnan kehittämiseksi

Contents of the study unit:

- draaman ja musiikin keinot sekä tekemisen taidot sosiaalialan työssä

oman ilmaisun kehittäminen

draaman ja musiikin suuntaukset sekä menetelmät sosiaalialan työssä

draaman ja musiikin ohjaajan tehtävät musiikin kieli

teatteriksi ajatteleva

- kuvan ja liikunnan keinot sekä tekemisen taidot sosiaalialan työssä
- ruumiillisten ja visuaalisten kokemusten sekä liikkumisen merkitys yksilön, yhteisön ja yhteiskunnan hyvinvoinnin edistämiseksi
- katsomisen tavat ja nähdä tulla
- yhteisötaide, -tanssi ja sosiaalinen pääoma
- ulkona ja syrjässä: ympäristötaide, retkeily, ulkoilu, seikkailu

- terapeutin ulottuvuus luovissa toiminnoissa

00400 Creativity To Support Participation, Practice, 15 cr

The student is able to:

- toimia ammatillisten toimintatapojen mukaisesti ja arvioida niitä suhteessa organisaation perustehtävään
- osaa löytää työn käytännöstä ilmiöitä, joita hän perustelee teoreettisesti ja kehittää dialogissa asiakkaiden, työyhteisön ja yhteistyöverkoston kanssa
- rakentaa empaattisen vuorovaikutussuhteen
- havaita eettisiä valintatilanteita ja etsiä ratkaisuja työyhteisön jäsenenä, asiakkaiden kanssa ja yhteistyöverkostoissa
- arvioida kriittisesti itseään kehittyvänä ammattilaisena suhteessa ammattityön menetelmiin ja asiakastyön haasteisiin
- reflektoida tavoitteita yhdessä asiakkaiden kanssa

Contents of the study unit:

- asiakastyön menetelmät
- tutkivan työtteen harjoittaminen

017 SUPPORTING THE WELL-BEING OF SENIOR CITIZENS AND THE ELDERLY, 45 cr

The student will be able to:

- act as social work experts to plan, develop and evaluate work methods to support the well-being of senior citizens and the elderly
- critically and reflectively support everyday coping, resources, functionality, social networks and communality among senior citizens and the elderly
- develop their ethical sensitivity to examine, make arguments for and act in moral questions related to work with senior citizens and the elderly
- coordinate services for the elderly and ensure the seamless progress of service processes
- participate as experts in multidisciplinary networks to promote the interests of senior citizens and the elderly in challenging circumstances
- have a social influence on the living conditions, housing environments and service systems of senior citizens and the elderly in order to support quality of life and participation
- develop geriatric work and policies with a basis in gerontology and the active monitoring and analysis of social developments

Content:

The competence gained in this theme lies in expertise in services and service processes related to senior citizens, the elderly and their families. Competence is based on socio-cultural work with senior citizens and the elderly, and on geriatric social work. The students' actions are built on a holistic concept of humanity and on the ethical principles of social services and health care. Students can act as innovative experts in the field and master various different tools and methods of influence.

00036 The Aged as Individuals and in the Community, 10 cr**The student is able to:**

- recognise and evaluate aging as an individual, communal and socio-cultural phenomenon
- develop their own attitudes towards aging, senior citizens and the elderly
- encounter senior citizens and the elderly as individuals or in groups and as fully empowered members of society
- know the operators and work methods of the service system and of social work related to senior citizens and the elderly
- apply national age policies and legislation in geriatric work

Contents of the study unit:

- holistic concept of humanity as the core of geriatric social work
- ethics in geriatric work
- old age and aging
- cultural significance of the home and the environment in geriatric work
- aging and its socio-cultural significance, environment and social position
- encounters and dialogue
- age policies and main legislation
- service system and operators
- senior citizens and the elderly as a social resource and as members of society

00037 Gerontological Social Services, 20 cr**The student is able to:**

- osaa asettaa työnsä perustaksi ikääntyneen asiakkaan sen hetkisen elämäntilanteen huomioiden hänen elämänhistoriansa, tarpeensa, voimavaransa ja sosiaalisen kontekstinsa
- soveltaa ja käyttää työssään voimaannuttavia ja osallistavia menetelmiä
- toimia osana seniori- ja vanhustyön moniammatillista tiimiä ja erilaisissa sosiaalisissa verkostoissa
- toimia sosiaalialan asiantuntijana seniori- ja vanhustyön moninaisissa tehtävissä
- toimia seniori- ja vanhustyön tutkimus-, kehittämis-, arviointi- ja vaikuttamistehtävissä

Contents of the study unit:

- Gerontologinen sosiaalipalvelutyö
- Moniammatillisuus ja verkostotyö, gerontologinen sosiaalityö
- Sosiokulttuurinen osaaminen ja sen menetelmät
- Gerontologinen kuntoutus ja sen menetelmät
- Seniori- ja vanhustyön erityiskysymykset

00401 Supporting the Well-Being of Senior Citizens and the Elderly , Practice, 15 cr**The student is able to:**

- toimia ammatillisten toimintatapojen mukaisesti ja arvioida niitä suhteessa organisaation perustehtävään
- osaa löytää työn käytännöstä ilmiöitä, joita hän perustelee teoreettisesti ja kehittää dialogissa asiakkaiden, työyhteisön ja yhteistyöverkoston kanssa
- rakentaa empaattisen vuorovaikutussuhteen
- havaita eettisiä valintatilanteita ja etsiä ratkaisuja työyhteisön jäsenenä, asiakkaiden kanssa ja yhteistyöverkostoissa
- arvioida kriittisesti itseään kehittyvänä ammattilaisena suhteessa ammattityön menetelmiin ja asiakastyön haasteisiin

- reflektoida tavoitteita yhdessä asiakkaiden kanssa

Contents of the study unit:

- asiakastyön menetelmät
- tutkivan työtöteen harjoittaminen

018 MANAGING AND DEVELOPING WORK IN SOCIAL SERVICES, 60 cr

The student will be able to:

- use and apply research and development work methods
- develop real work processes through research, producing new solutions in the form of products, operating models or work cultures
- act as responsible members, leaders and developers of work communities and networks
- take target-oriented action as group members

Content:

The theme emphasises learning of research and development methods and participation in a work community. Leadership and teamwork are essential parts of the theme.

The theme includes a thesis, which forms part of Laurea's research and development work. It deepens the students' professional competence and serves the employment market and regional development. The thesis is used to develop work and common practices, and can produce significant innovations. It emphasises interaction with the labour market, and an investigative and developmental approach. Thesis reports are based around describing object-oriented activities and their results, as well as on theoretical and research-based analyses. Theses contain new descriptive and explanatory information on the labour market. The study unit involves the completion of a maturity test, in which students must demonstrate mastery of the subject and good writing skills

Learning process:

This theme is scheduled for the last stage of studies. It focuses on enhancing development and leadership skills and on deepening professional competence. The theme is linked to the advanced theme chosen by each student and to the research and development alignment of each unit

00039 Research and Development Methods, 10 cr

The student is able to:

- tunnistaa tutkimus- ja kehittämistyön eettisen näkökulman
- muodostaa käsityksen tutkimus- ja kehittämisprosessista ja valita tarkoituksenmukaiset menetelmät sekä käyttää niitä kriittisesti
- kvalitatiivisen ja kvantitatiivisen tutkimusmenetelmien perusteet
- tutkivan ja argumentoivan kirjoittamisen perusteet

Contents of the study unit:

- tieteen filosofia ja etiikka
- tutkiva työote, tutkimus- ja kehittämisprosessi
- kvalitatiivinen ja kvantitatiivinen tutkimus

00040 Group Work and Teamwork, 5 cr

The student is able to:

- hahmottaa tavoitteellisen toiminnallisen ryhmän kokonaisuuden ja mieltää itsensä osaksi ryhmäprosessia
- käyttää työryhmätyöskentelyn mahdollistavia tietoja ja taitoja tiimeissä, toimintaryhmissä ja verkostoissa
- tarkastella ja tutkia ryhmädynamiikkaa ja sen peruslainalaisuuksia

Contents of the study unit:

- ryhmät ja tiimit
- ryhmän kehittämisen menetelmät
- ryhmän voima ja luovuus

- vallan ja johtajuuden eri muodot ryhmien prosesseissa

00041 English in Social Services I, 5 cr

The student is able to:

- viestiä englannin kielellä työyhteisössään ja monikulttuurisessa ympäristössä
- toimia asiantuntijayhteisössä käyttämällä tehokkaasti viestinnän keinoja
- viestiä oman asiantuntijuusalueensa teemoista käyttäen erilaisia viestintäkanavia
- soveltaa vieraskielisistä lähteistä etsimäänsä tietoa

Contents of the study unit:

- suullinen ja kirjallinen ammatillinen viestintä
- sosiaalityön keskeinen terminologia
- työnhaku, opiskelijan itsensä, koulutuksen ja työkokemuksen esittely

Study unit description:

Opintojaksossa osaaminen on vaikuttajan osaamista viestinnällisin keinoin. Osaamisen kehittämisen viitekehys on suomenkielisten työorganisaatioiden lisäksi englantia työkielenään käyttävät organisaatiot. Opintojaksossa opiskelija saavuttaa vähintään eurooppalaisen viitekehysten mukaisen taitotason B.2.

00007 Responsible Leadership in a Work Community, 10 cr

The student is able to:

- * act responsibly and in a target-oriented way in situations requiring management in an organisation
- * analyse and develop their own actions as responsible work community and team members
- * apply labour legislation in practical situations

Contents of the study unit:

- * Strategic management and leadership
- * Self-management
- * Organisational culture and values
- * Human resource management/occupational welfare
- * Labour law and contract matters

Study unit description:

The competence gained in this study unit relates to the mastery and responsible use of the main management tools in workplace situations. Competence is based on knowledge of the operating structures, targets and profitability of an organisation. The perspective is ethical responsibility in management.

00273 Professional and Service Innovation Development Practice, 15 cr

The student is able to:

- määrittää kehittämisen kohteita työelämän ja alueen kehittämisen lähtökohdista
- toimia osana kumppanuusverkostoa ja kehittämistyötä
- työskennellä tiimissä ja toimia asiantuntijayhteisössä
- käyttää soveltavan tutkimus- ja kehittämistoiminnan työvälineitä ja menetelmiä kehitystyössä
- arvioida omaa osaamista, kehittämistyötä ja syntynyttä tulosta kehittämisen tavoitteiden suhteen
- kriittisesti arvioida omaa ammattieettistä toimintaa, työyhteisön ja ammattialan eettisiä periaatteita.

00043 Thesis, 15 cr

The student is able to:

- present well-grounded work development proposals
- conceptualise the phenomena of the workplace with a basis in research data
- use appropriate research and development methods for generating new data
- participate in development projects, working responsibly in a team with employers and other partners

- evaluate their own work and solutions critically
- manage the big picture, presenting their ideas logically and with justifications

Contents of the study unit:

- familiarisation with the thesis and development project process, and coming up with a subject
- thesis plan describing the background and objectives of the thesis, main data from previous research on the subject, the research and development methods used and an implementation plan
- carrying out the work for the thesis
- reporting on and publishing the thesis
- maturity test

Study unit description:

Students learn to develop real work processes through research, producing new solutions in the form of products, operating models or work cultures.

047 LAUREA'S COMMON STUDIES, 0 cr

00202 Initial Test in English Skills, 0 cr

Study unit description:

At the beginning of their studies, all students who have English and/or Swedish qualifications on prior certificates required for studies at Laurea, or who have received previous instruction in English and/or Swedish take initial tests in these languages. The initial tests are the same for all fields of study and may only be taken once. Students who transfer between degrees within Laurea do not have to retake the test. The test is used to check the students' starting level before language studies begin. Students who fail the test must take preparatory studies in the language at the start of their studies. Having passed the preparatory studies, students obtain credits for inclusion in elective studies.

00203 Initial Test in Swedish Skills, 0 cr

Study unit description:

At the beginning of their studies, all students who have English and/or Swedish qualifications on prior certificates required for studies at Laurea, or who have received previous instruction in English and/or Swedish take initial tests in these languages. The initial tests are the same for all fields of study and may only be taken once. Students who transfer between degrees within Laurea do not have to retake the test. The test is used to check the students' starting level before language studies begin. Students who fail the test must take preparatory studies in the language at the start of their studies. Having passed the preparatory studies, students obtain credits for inclusion in elective studies.

00195 Preparatory Studies in Swedish, 3 cr

The student is able to:

- master basic Swedish vocabulary and grammar
- use various methods for improving their language skills

Contents of the study unit:

- main structures of the Swedish language
- basic Swedish vocabulary

Study unit description:

Students improve their skills in communicating in Swedish as preparation for completing actual studies in the language.

00194 Preparatory Studies in English, 3 cr

The student is able to:

- master basic English vocabulary and grammar
- use various methods for improving their language skills

Contents of the study unit:

- main structures of the English language
- basic English vocabulary

Study unit description:

Students improve their skills in communicating in English as preparation for completing actual studies in the language.

00189 Preparatory Studies in Mathematics, 3 cr**The student is able to:**

- demonstrate the basic skills of mathematical applications required by his / her field of study

Contents of the study unit:

- recapitulation of upper secondary school mathematics

Study unit description:

Student practices his / her mathematic skills and develops preparedness to complete studies in mathematical applications within the main courses.

00190 Student tutoring, 5 cr**The student is able to:**

- understand the objectives and operating methods of the university of applied science and their degree programme
- plan ways of encouraging and motivating new students
- orientate new students in the local learning environment and culture
- market Laurea and its opportunities for studying
- use the communicating and marketing skills needed in marketing Laurea
- act as mentors for students who need special support
- actively promote well-being in a work community

Contents of the study unit:

- intensive training shared by all Laurea student tutors
- planning of the tutoring process at each unit
- orientation of new students
- marketing Laurea's studying opportunities
- acting as a student tutor
- developing competence in personal guidance and counselling

Study unit description:

The competence gained in the study unit relates to orientating new students and to behaving responsibly in typical situations requiring student tutoring at Laurea or one of its units. Competence is based on understanding Laurea's objectives and the basic principles of its operating culture.

00191 International Student Tutoring, 5 cr**The student is able to:**

- understand the objectives and operating methods of the university of applied science and their degree programme
- understand the content of their culture
- plan operating methods related to grouping international students
- familiarise international students with Finnish learning environments and cultures
- actively promote well-being in a work community

Contents of the study unit:

- intensive international student tutor training
- planning of the tutoring process at each unit
- orientation of new international students
- tutoring of exchange students throughout the exchange; participation in exchange student orientation and in coordinated leisure activities
- developing competence in personal guidance and counselling

Study unit description:

The competence gained in the study unit relates to helping international degree and exchange students become settled in Finland, and to behaving responsibly in typical international situations at Laurea or one of its units. Competence is based on understanding Laurea's objectives, the basic principles of its operating culture, and the Finnish culture.

00192 Introduction to the Spanish- and Portuguese-Speaking World, 3 cr**The student is able to:**

- outline the typical operational characters of the region's cultures
- analyse the region as an operating environment in their own fields
- integrate their competence in the region into their professional growth process

Contents of the study unit:

- students' experiences of the Hilu path
- typical operational characters of the region's cultures
- description and analysis of selected companies/organisation/associations operating in Spain, Portugal or Latin America

Study unit description:

The study unit consists of contact sessions, written assignments and a book exam.

The study unit is an introduction to Laurea's "Hilu" (the Spanish- and Portuguese-speaking world) -studies. Laurea offers international study modules focused on specific regions for students who wish to expand their international expertise. The aim is to provide basic knowledge of the target area as an operating environment, to coach students in working there in their own fields and to aid students in finding jobs. The studies are multidisciplinary. Students who complete a whole international module receive a separate certificate. Studies can also be taken as smaller modules. In addition to "Hilu"-studies Laurea offers Baltic Sea Region studies. Asian competence can be developed in the national East and Southeast Asia cooperation network. (More information at www.laurea.fi.)

The studies are taken as part of normal degrees. During the introduction students draft a personal study plan with their responsible tutor, defining the progress of the study path. The scope of the international study paths is 60 credits, with 15 credits each of language and cultural studies, subject-related studies, job placement and thesis.

- The language and cultural studies provide functional competence related to the target region.
- Subject-specific studies are offered with a focus on a specific area, or constructed out of study units and topics that students would take in their normal studies anyway. The perspective agreed with the tutor helps to focus "normal" study units in the direction of the target region.
- Job placements must be related to the target region.
- The Bachelor's thesis is also linked to the target region.

El mundo hispano-lusoparlante means the Spanish- and Portuguese-speaking world. Some of the factors leading to the implementation of the Hilu study path are the increasing interest of Finnish industry and commerce towards Latin America and increased cooperation within the EU. Students on the study path focus on the Spanish- and/or Portuguese-speaking world. The study path offers opportunities to develop specialist competence and expertise in the target region, particularly with a view to obtaining employment. Studies can be chosen from the study offer of Laurea's partner institutions as well.

00193 Introduction to Studies in the Baltic Sea Region, 3 cr**The student is able to:**

- sketch the political, economic, social and ecological special features of the Baltic Sea region
- analyze the Baltic Sea region as an operating environment in relation to own field of study
- integrate the competence concerning the Baltic Sea region as a part of own professional growth

Contents of the study unit:

- Orientation to Baltic Sea region studies
- Students' experiences on the study path
- Cultures in the Baltic Sea region
- Baltic Sea region as a political, economic, social and ecological operating environment

Study unit description:

The study unit consists of contact sessions, a study trip and learning assignments. The study unit consists of contact sessions, a study trip and learning assignments.

The study unit is an introduction to Laurea's Baltic Sea Region studies. Laurea offers international study modules focused on specific regions for students who wish to expand their international expertise. The aim is to provide basic knowledge of the target area as an operating environment, to coach students in working there in their own fields and to aid students in finding jobs. The studies are multidisciplinary. Students who complete a whole international module receive a separate certificate. Studies can also be taken as smaller modules. In addition to Baltic Sea Region studies Laurea offers "Hilu"-studies (the Spanish- and Portuguese-speaking world). Asian competence can be developed in the national East and Southeast Asia cooperation network. (More information at www.laurea.fi.)

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Subject-specific studies are offered with a focus on a specific area, or constructed out of study units and topics that students would take in their normal studies anyway. The perspective agreed with the tutor helps to focus "normal" study units in the direction of the target region.

Job placements must be related to the target region.

The Bachelor's thesis is also linked to the target region.

Laurea's Baltic Sea Region studies are based on the EU's expansion in the area. Studies are designed so that students can specialise geographically within their own fields of competence (e.g. Business in Russia, Baltics). Another option is to select a topic within the Baltic Sea region (e.g. the environment), which allows for cooperation in different geographical areas and sectors. Studies are partly completed through multidisciplinary projects, partly online and partly in English. Studies are planned and implemented together with partner institutions from the Baltic Sea region, and studies can be chosen from the study offer of partner institutions as well. Other study units related to competence in the Baltic Sea region can be found in different units' selections of elective studies. For further information visit the Laurea website and check its implementation plans. Examples:

- Promoting Intercultural Management for Working Life in the Baltic Sea Region
- Introduction to Russian Competence Russian Cultural History
- Russia as an Operating Environment
- "Family in Kikerino" Project
- Inledning till Nordastudier
- Samhället och arbetsmarknaden i Norden
- Lev och må bra

00331 Innoplaza, Study Unit in Entrepreneurship, 15 cr

The student is able to:

- assess their own qualities and their ability to become entrepreneurs
- work in teams of students with diverse backgrounds
- develop business ideas
- evaluate business opportunities
- investigate and analyse markets and target customer groups
- create business models and earnings principles that suit their business ideas
- come up with realistic business plans, including budgets, on the basis of their business ideas
- present their business plans in a concise manner

Contents of the study unit:

- innovation process and systems
- internal and external company analyses and positioning on the market
- business ideas, business models and business plans
- customer orientation, competitiveness, sales and marketing
- planning the finances and funding of a company
- regulations governing business

Study unit description:

Students develop the ability to create a business plan for a start-up, on the basis of an innovative business idea. Students from different institutions and fields of study work in teams at agreed times over several months, producing business plans. The study unit consists of three modules. The diversity of the students' skills in creating a business plan is supported by the opportunity to attend courses at some of the other participating universities of applied sciences. Each institution grants 15 cr for completing the unit. The study unit's coordinators are Jussi Järvi and Teppo Leppälahti.

00387 Go abroad, 3 cr**The student is able to:**

- work successfully in a foreign country's learning and work environment.

Contents of the study unit:

- process of cultural encounters
- target country and target higher education institution, company or organisation
- Finnish culture and education system
- practical arrangements related to exchanges

Study unit description:

In order to apply for the Erasmus grant awarded by the EU or for a grant awarded by Laurea, students departing for international exchanges or job placements must generally complete preparatory international studies.

The studies include the online studies, contact sessions and learning exercises, which vary by unit/region.

Previous studies:

Acceptance onto an international exchange or job placement.

00388 Preparatory Studies in Finnish (as Mother tongue), 3 cr**The student is able to:**

- compose varied factual and functional texts
- make use of different writer's tools and grammar aid
- take on the communicative responses of team work

Contents of the study unit:

- creating a personal communicative profile
- using dictionaries and other tools for language aid
- providing the student for oral and written challenges of study time

Study unit description:

Students improve their skills in speech communication and writing in order to be able to successfully complete their studies in Laurea.

00392 Work and Development in a Community of Experts, 3 cr**Study unit description:**

The Work and Development in a Community of Experts study unit is implemented through genuine development and innovation activities. Students can analyse the core phenomena of development and quality in practice. They

can systematically look for solutions related to functions and problems in the expert organisation on which the development project is focused.

Students learn the principles of development work and form a development team. The members of the development team participate in a specific Laurea development work group or project for one academic year.

Thus students receive experience of working as equal experts. They learn to develop their own influencing skills, as well as to evaluate their work as opinion leaders in diverse innovation environments and as collaborative network players.

They evaluate their activities as modifiers, developers and influencers of practices.

0378 JOB PLACEMENT, 45 cr

Description:

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125 ELECTIVE STUDIES, 20 cr

Description:

Students use elective studies to deepen and broaden their competence in various themes and generic competences. Students should choose study units to align the content of their studies with their own personal interests and career objectives.

Content:

Each curriculum contains a theme consisting of elective studies. In the students' personal study plans, the theme should be made up of the study units chosen by the student from Laurea's language studies, Laurea's shared studies or another degree programme's curriculum. Any studies completed at another higher education institution (university of applied sciences, university, Online University of Applied Sciences, foreign institution) that cannot be recognised for the degree programme but that the student wishes to include in the degree should be classified under this theme. The number of credits from elective studies can be set separately for each degree programme, taking into account recommendations for the field of study. The aim is to have at least 15 cr of elective studies in each degree programme

00578 Group Management, 2 cr

The student is able to:

- analyze the basic concepts of group work and group dynamics including the significance of group rules and norms.

Contents of the study unit:

- Group work.

Study unit description:

Competence is evidenced by the acquisition of skills in group work and group processes.