Framework for evaluation, criteria of competence

**FINAL STAGE OR ADVANCED STUDIES (3rd or 4th academic year) / EXPERT**

<table>
<thead>
<tr>
<th>COMPETENCE AREAS</th>
<th>PROFESSIONAL KNOWLEDGE BASE</th>
<th>PROFESSIONAL SKILLS AND ACTIONS</th>
<th>ETHICS, COOPERATION AND DEVELOPMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEVEL OF COMPETENCE</strong></td>
<td>Student</td>
<td>Student</td>
<td>Student</td>
</tr>
</tbody>
</table>
| **Excellent 5** | • shows great proficiency in professional knowledge base and applies it as a dedicated professional  
• searches for international, evidence-based knowledge independently and uses and evaluates it critically | • applies professional skills with a sense of anticipation and is capable of independent decision-making in different situations and operating environments  
• assumes responsibility for the client/patient’s overall care and service process within health care  
• creates innovative and alternative solutions for professional decision-making | • develops professional activities and safety according to the ethical principles of the field  
• develops professional activities as an expert in multidisciplinary groups and projects in cooperation with people with diverse cultural backgrounds  
• has a goal-oriented approach to work and aims to develop oneself and the workplace |
| **Good 4-3** | • applies professional concepts and knowledge fluently and diversely  
• evaluates and uses evidence-based knowledge critically | • applies professional skills with a sense of anticipation and is capable of independent decision-making in different situations  
• acts responsibly and in a client-oriented way  
• applies alternative solutions to professional decision-making | • evaluates professional activities and safety according to the ethical principles of the field  
• acts as an expert of the field in multidisciplinary groups and projects in cooperation with people with diverse cultural backgrounds  
• develops work community and oneself |
| **Satisfactory 2-1 or pass** | • uses professional knowledge base consistently  
• searches for knowledge and justifies the use of sources  
• justifies actions by means of evidence-based knowledge | • applies professional skills to different situations  
• can act in a client-oriented way  
• solves professional tasks and problems | • ensures safety and in accordance with the ethical principles of the field  
• acts as an expert in multidisciplinary groups with people with diverse cultural backgrounds  
• develops oneself |
| **Failed 0** | • does not appreciate professional knowledge base adequately  
• does not use professional knowledge | • does not apply professional skills sufficiently  
• does not use client-oriented approach | • does not adequately consider safety and ethical principles of the field  
• is not able to participate in group or |

12.2.2014/ em, av, mm, akp, ph
Metropolia Ammattikorkeakoulu  
Terveys ja hoitaminen  
OSAAMI SEN ARVI ON TILI KKO

<table>
<thead>
<tr>
<th>base sufficiently</th>
<th>sufficiently</th>
<th>development work</th>
</tr>
</thead>
<tbody>
<tr>
<td>does not justify actions sufficiently</td>
<td>lacks professional decision-making skills</td>
<td></td>
</tr>
</tbody>
</table>

HALFWAY STAGE OR INTERMEDIATE STUDIES (2nd or 3rd academic year) / INTERMEDIATE LEVEL

<table>
<thead>
<tr>
<th>COMPETENCE AREAS</th>
<th>PROFESSIONAL KNOWLEDGE BASE</th>
<th>PROFESSIONAL SKILLS AND ACTIONS</th>
<th>ETHICS, COOPERATION AND DEVELOPMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEVEL OF COMPETENCE</strong></td>
<td><strong>Student</strong></td>
<td><strong>Student</strong></td>
<td><strong>Student</strong></td>
</tr>
</tbody>
</table>
| **Excellent 5** | • applies the professional knowledge base fluently and in a versatile way  
• evaluates and uses evidence-based knowledge | • applies professional skills in different situations and can evaluate the results of these actions  
• can act responsibly and in a client-oriented way  
• applies alternative solutions to professional decision-making | • evaluates professional activities and safety according to the ethical principles of the field  
• can work in different groups and projects with persons with diverse cultural backgrounds  
• develops the work community and oneself |
| **Good 4–3** | • searches for knowledge and justifies the use of sources  
• uses the professional knowledge base consistently  
• justifies actions by means of evidence-based knowledge | • applies professional skills to different situations  
• can act responsibly and in a client-oriented way  
• can work in various tasks in diverse operating environments | • justifies professional activities according to the ethical principles of the field and evaluates the safety of these activities  
• can work in work groups and projects in a goal-oriented way  
• develops oneself |
| **Satisfactory 2–1 or pass** | • can search for knowledge resourcefully utilizing sources of the field and uses the knowledge base of the field  
• is familiar with the knowledge base and core components of the profession | • has adequate professional skills to work in the profession  
• can work in a client-oriented way  
• solves professional tasks and problems | • works safely and in accordance with the ethical principles of the field  
• displays competence benefitting groups or projects  
• is able to evaluate personal strengths and weaknesses and development needs |
| **Failed 0** | • does not know or know how to use the concepts of the profession adequately  
• uses the professional knowledge base one-sidedly | • does not have the required professional knowledge or skills, and the level of professional competence proves inadequate  
• does not reach the level of client- | • does not consider safety or ethical principles of the field sufficiently  
• does not show adequate readiness to develop oneself or to participate |

12.2.2014/ em, av, mm, akp, ph
INITIAL STAGE OR BASIC STUDIES (1st academic year) / BEGINNER

<table>
<thead>
<tr>
<th>COMPETENCE AREAS</th>
<th>PROFESSIONAL KNOWLEDGE BASE</th>
<th>PROFESSIONAL SKILLS AND ACTIONS</th>
<th>ETHICS, COOPERATION AND DEVELOPMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEVEL OF COMPETENCE</strong></td>
<td><strong>Student</strong></td>
<td><strong>Student</strong></td>
<td><strong>Student</strong></td>
</tr>
<tr>
<td><strong>Excellent 5</strong></td>
<td>• can search for knowledge from different sources and justifies their use</td>
<td>• can apply professional skills in professional situations and acts responsibly</td>
<td>• justifies professional activities based on the ethical principles of the field</td>
</tr>
<tr>
<td></td>
<td>• utilizes the professional knowledge base</td>
<td>• can act in a client-oriented way</td>
<td>• can work in work groups and projects and shares competence</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• is capable of solving professional tasks and problems</td>
<td>• develops oneself</td>
</tr>
<tr>
<td><strong>Good 4–3</strong></td>
<td>• can search for knowledge from various sources and is familiar with the professional knowledge base of the field</td>
<td>• can work well in typical professional tasks and situations</td>
<td>• can act in accordance with the ethical principles of the field</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• can work in a client-oriented way</td>
<td>• can work in work groups and projects</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• develops oneself</td>
</tr>
<tr>
<td><strong>Satisfactory 2–1 or pass</strong></td>
<td>• can search for professional knowledge regarding a single issue</td>
<td>• can act in individual professional situations according to instruction</td>
<td>• is familiar with the ethical principles of the field</td>
</tr>
<tr>
<td></td>
<td>• is familiar with the professional knowledge base of the field</td>
<td>• aims to act in a client-oriented way</td>
<td>• can work as a member of a work group</td>
</tr>
<tr>
<td></td>
<td>• distinguishes informal information from research knowledge</td>
<td>• proves to have adequate skills to act in professional situations</td>
<td>• is able to evaluate personal strengths and development needs</td>
</tr>
<tr>
<td><strong>Failed 0</strong></td>
<td>• uses professional knowledge base of the field one-sidedly and is not familiar enough with the sources of the field</td>
<td>• does not have adequate professional knowledge or skills</td>
<td>• does not consider professional safety or ethical principles sufficiently</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• does not act according to educational objectives or instruction</td>
<td>• does not show adequate readiness to participate in group and development work</td>
</tr>
</tbody>
</table>

12.2.2014/ em, av, mm, akp, ph