

TALLINN HEALTH CARE COLLEGE INTERNATIONALISATION STRATEGY 2022-2026

The main mission of Tallinn Health Care College (hereinafter referred to as the College) is learning and teaching, and the College's greatest value lies in its human resources, members - staff, learners and alumni - and their support and motivation. Internationalisation is the higher education activity that enhances the competitiveness of staff, learners and alumni both at home and abroad. The involvement of external experts from the health, medical and social fields in teaching, research, and development ensures the quality and internationalisation of the curricula. The internationalisation strategy of the College (hereinafter the strategy) is based on Estonia's long-term development strategy "Estonia 2035", the Education Sector Development Plan 2021-2035, the Institutional Accreditation Assessment Decision 2020, the Erasmus+ Programme 2021-2027, the College's statutes, and the College's Development Plan 2022-2026.

The current strategy derives from the strategic vision of the College and is structured according to the areas of activity described in the College's Development Plan: strategic goals of the College, development activities and applied research, management and communication, learning and teaching, and membership.

1. College's strategic goals

Tallinn Health Care College is an attractive applied higher education institution and an employer with a nationally and internationally functioning cooperation network. The staff of the College participate in various commissions and working groups, contributing to the quality of higher education and vocational training. The College is a leader in developing the professional identity and competencies of Estonian healthcare professionals and focuses on the design and development of professional and global competencies.

Priority 1. The institutional positioning in the international educational landscape

- The College has the most modern centre of excellence in health simulation education in the Baltic States, which focuses on fostering multicultural and interdisciplinary teamwork alongside day-to-day learning activities.
- The College is a leader in Baltic master's education in health sciences and is expanding the range of study programmes offered.
- The College provides competitive education at professional, applied and master's level and involves internationally recognised experts in teaching.
- Representatives of the College participate in professional networks and are internationally recognised experts.
- The College promotes health behaviour among the population by providing training and counselling for various target groups, including residents of Estonia who communicate in other languages.

Priority 2. Training of health, medical and social workers with global competencies and development of workforce competencies

- Training and developing health, medical, and social workers with global competencies means training professionals to better address international health issues and global health challenges. This includes understanding and respecting other cultures, developing cross-cultural communication skills, understanding diversity, and adapting to a different work environment.
- The goal of the College's is to contribute to the professional identity formation and development of health, medical, and social workers, emphasising the importance of evidence-based approaches, environmental awareness, the ability to use diverse technologies, and the ability to work in a multicultural and interdisciplinary team.

Priority 3. Creation of an international network

- The College has created a partnership definition and assessment matrix that identifies the College's strategic partners.
- The College has a strong collaborative network and at least one strategic cooperation partner from neighbouring countries.
- The College has a strong EU-wide cooperation network, collaboration activities are targeted, and outcomes are evaluable, 3-5 strategic collaboration partners are identified

with whom sustainable development, research, and teaching (including conducting multicultural and interdisciplinary simulations) take place.

- The College maintains intensive cooperation with third countries, resulting in an exchange of experiences and joint activities in the areas of development, research, and teaching.

2. Development activities and applied research

We provide research and development opportunities in the curricula, internationalisation, and the best possible learning conditions. We create the conditions for disciplines to lead in innovation and technology.

Priority 1. Supporting international research and development activities

- Internationalisation supports development, research, and educational work in the health sector throughout the Baltic region, Europe and the world. Research directions leading to participation in international education, research, and development activities, including projects have been defined at the institution.
- To support the implementation and quality assurance of educational research and development activities and projects, the positions of an International Relations Project Manager and Scientific Advisor have been created. Resources that support quality assurance include financial support, human resources, and standardised regulations.

Priority 2. Internationalisation of Curricula

- The goal of internationalisation of curricula is to increase the competitiveness of healthcare professionals, including students, staff, and graduates
- The focus of curricular internationalisation is on quality assurance through targeted and standardised educational activities, where collaborative learning and participation in international teams enable all graduates to achieve the formal and non-formal learning outcomes of the curriculum in a modern and contemporary manner and provide a foundation for effective professional mastery (competitive advantage).
- Formal activities include achieving the learning outcomes of the curriculum through collaborative learning (common subjects, modules, etc.) conducted in English and

involving international experts in the field. Non-formal activities promote the development of global competencies, including increasing students' environmental awareness, ability to use modern technologies, and success in multicultural and interdisciplinary teams. In addition to environmental awareness and digital skills development, inclusion and diversity, civic engagement, social skills, critical thinking, and media literacy are also important. It is critical to internationalise the institution's curricula through targeted activities and to ensure the sustainability and financial support for the education.

3. Management and communication

We work in a culturally diverse environment, supporting and motivating the members to understand the common values and unity of the European Union as well as the diversity, cultural, social, and historical heritage of each country. We involve internal and **external partners** in the process of planning development for the new period.

Priority 1. Strengthen the strategic management of internationalisation at the College

- At the heart of successful international strategic management is new thinking. This means first and foremost that by 2022 the institution is international in its activities, and everything it does has an international dimension. It is important to focus on the main tasks of the institution and to link the day-to-day operations with the strategic goals of the institution, focusing on internal and external international networks as well as multicultural and interdisciplinary cooperation.

Priority 2. Marketing the College in the international healthcare and education landscape

- The institution has selected specific channels to publish important information about the institution. The image of English-language programs is relevant and visible (accessible) to target groups.

4. Learning and teaching

Creating an international environment requires a modern, sustainable, and high-quality infrastructure that supports education, research, and creative activities. Involving international students and staff in teaching, research, and other creative activities is necessary to foster an international environment at the College. In addition, a support system for visiting international students and guests (including visiting foreign faculty) has been established to help them adjust and cope in a foreign environment. Creating an international environment enables success in the global competition for talent.

Priority 1. Creation of an international learning environment

- The institution's infrastructure enables the delivery of formal and non-formal learning and the achievement of learning outcomes through collaborative learning and activities. Formal learning focuses on achieving learning outcomes in international teams, participation in multi- and interdisciplinary projects, study mobility, shared learning through common subjects and common modules developed with international partners. Non-formal activities provide for the development of intercultural collaboration skills, the shaping and development of a responsible professional identity in healthcare, and the use of technology.
- To achieve the above goals, the institution has created opportunities for participation in study mobility (called mobility gaps) and internationalisation at home, which allow students to have international cooperation experiences at their home institution without going abroad. Both directions are fundamental to the College and ensure graduates' development of global competencies and readiness to work in multicultural and interdisciplinary teams.

Priority 2. Internationalisation at home

- Common subjects and modules were developed in the curricula to facilitate student choice and allow for flexible study by taking courses in a multicultural and interdisciplinary classroom.
- International experts have been included in the courses, and experiences from other countries have been made available.

- Students are involved in the implementation of international projects and participate in various advanced courses, such as the integrated intensive courses of the Erasmus+ programme.

Priority 3. Promotion of international student mobility

- The institution promotes the admission of new students and fully supports the learning activities of foreign visiting students.
- The institution promotes students' study abroad and recognition of foreign achievements.

5. Membership

Internationalisation provides opportunities for the College community to realise its potential in diverse cultural, working, and learning environments while supporting partner curriculum development.

We engage our alumni in the College activities, help students navigate careers and open opportunities for interdisciplinary and multidisciplinary learning, contributing to the internationalisation of students and the development of a multicultural environment. We support tutoring and networking at the College.

Priority 1. Develop and support the professional and global competencies of college staff.

- In order to support the continuing education of teaching staff and ensure strategically important succession at the College, collaborations are initiated with universities that offer international doctoral programs.
- Part-time work at universities is encouraged, primarily to enable knowledge transfer.

Priority 2. Development of global competencies for students

- The goal of developing global competencies for students and staff is to enable healthcare professionals to work in multidisciplinary and international teams and to use current research and evidence-based outcomes to deliver high quality healthcare services. Global competencies are modern knowledge, skills, attitudes, and values that

help healthcare professionals work successfully in multicultural and interdisciplinary teams.

SUMMARY

The most important mission of Tallinn Health Care College is learning and teaching. To this end, we have a motivated membership - staff, students, and alumni. The international activities, research and digital literacy of our faculty ensure quality education for our students. We systematically manage the college's development activities and applied research, increasing research and development opportunities and the amount of internationalisation in the curriculum.

In order to implement the College's goals, we provide a comprehensive working environment to develop the professional and academic skills of staff. International collaboration extends to all curricula, including research and development activities, e-learning, internships, and member mobility.

We support parallel learning and work, personalised learning paths, and learning mobility, contributing to the internationalization of curricula. The support provided by alumni of the College helps students to find their professional orientation and opens new opportunities leading to the internationalisation of students and the development of a multicultural environment. Tallinn Health Care College is an attractive college for applied education and an attractive employer with a nationally and internationally operating cooperation network.

Pursuing the internationalisation strategy of the College contributes to shaping the reputation of the College, making our activities internationally visible, providing members with an international experience, improving the quality of education, and increasing the competitiveness of research and development activities at the international level.