

Maturity levels of sustainability : Management and competent personnel

1. Starting	2. Progressing	3. Controlled	4. Advanced	5. Strategic
<p>The operating culture of the university of applied sciences has not yet taken steps towards taking sustainable development into consideration in management, recruitment of personnel and competence. The guiding principles and policies are inadequate.</p> <p>Sustainable development is not included in personnel's orientation, personnel development measures or development discussions. The university of applied sciences has operating models for taking sustainable development into consideration in personnel's competence, but compliance is spotty.</p> <p>The importance of personnel's competence for sustainable development is recognised, but it is only starting to be promoted.</p>	<p>Sustainable development is seen as part of the management of the university of applied sciences and the competence of its personnel, but there is no sufficient support available to implement it, and individual measures do not converge in the operations at large.</p> <p>To take sustainable development into consideration, clear steps have been taken in terms of the orientation and development of personnel, but the implementation of sustainable development is not visibly encouraged nor is it part of personnel's development discussions.</p> <p>Sustainability is reflected in the strategy, but not as a core value, and there are not sufficient instructions for taking sustainable development into consideration in the personnel's activities or management, or their preparation has only been initiated in part.</p>	<p>The university of applied sciences has appointed a person responsible for sustainable development, and sustainable development is part of the personnel management and management in the university of applied sciences.</p> <p>The management supports the preparation and implementation of the sustainability strategy/programme, but there is no comprehensive roadmap for the measures in terms of management and personnel development.</p> <p>The university of applied sciences has taken measures related to sustainable development, but they are not yet a central part of the operating principles for the development and management of the personnel of the university of applied sciences, and the guidelines are not adequate in all respects.</p> <p>However, development measures have also been initiated in personnel management and management, and they are mainly based on existing operating principles in accordance with the objectives of Arene's programme for sustainable development and responsibility.</p>	<p>The university of applied sciences is progressing towards the principles and objectives of Arene's programme for sustainable development and responsibility in terms of management, personnel competence and its development in a goal-oriented manner.</p> <p>There is a roadmap for sustainable development and sustainable development is an essential part of management and personnel development practices.</p> <p>Sustainable development has been integrated into the learning outcomes of the personnel of the university of applied sciences and communicated clearly.</p> <p>Personnel are encouraged to develop their competence in sustainable development, for example, by offering training.</p> <p>The continuous flow of new information related to sustainable development is also taken into consideration in the operations.</p> <p>The development of personnel's competence in sustainable development is monitored and actions are measured and evaluated, and the results are used in the development of operations.</p>	<p>Sustainable development is a recognised part of the operating culture, management, values, attitudes and social impact of the university of applied sciences.</p> <p>The management and personnel of the university of applied sciences promote sustainable development together with their partners, tackle shortcomings and publicly encourage sustainable development in society.</p> <p>The roadmap for sustainable development is integrated into the strategy, and the related objectives guide the activities of the entire community, emphasising multidisciplinary and multiprofessional cooperation and a research-based approach.</p> <p>Sustainable development is included in the orientation of the entire personnel, competence development and development discussions. It is clearly communicated both within and outside the organisation.</p> <p>The monitoring and evaluation of personnel's competence in sustainable development are systematic and integrated into the quality system. The results are also used proactively in the development of operations.</p>

Maturity levels of sustainability: Education and training

1. Starting	2. Progressing	3. Controlled	4. Advanced	5. Strategic
<p>The operating culture of the university of applied sciences has not yet taken great steps towards taking sustainable development into consideration in curricula and the provision of continuous learning opportunities.</p> <p>Including the perspective of sustainable development in education and training is not actively encouraged, and compliance can be considered spotty. The guiding principles and policies are inadequate. Processes are not clearly defined.</p> <p>The significance of competence in sustainable development is recognised in qualifications, but it is only starting to be systematically included in teaching.</p>	<p>Including sustainable development in education and training is considered a part of the operating culture of the university of applied sciences, but there is no sufficient pedagogical support available to implement it, and individual measures do not converge in the operations at large.</p> <p>Clear steps have been taken to include sustainable development in teaching, but this is not visibly encouraged.</p> <p>Sustainable development is reflected in the strategy, but not as a core value, and there are not enough instructions for taking sustainable development into consideration in teaching, or the instructions are not complete.</p>	<p>The university of applied sciences has appointed a person responsible for the pedagogical development of sustainable development or sustainable curriculum work. Communicating about education and training in sustainable development is part of the communications of the university of applied sciences.</p> <p>The university of applied sciences has prepared policies related to sustainable development pedagogy and curriculum work. Development measures have been initiated, and they are mainly based on existing guidelines or operating principles in accordance with the objectives of the universities of applied sciences' programme for sustainable development and responsibility.</p> <p>However, the policies and measures are not yet a central part of the operating principles of the university of applied sciences, and the guidelines are not sufficient.</p>	<p>Education and training promoting sustainable development is an important part of the strategy and practices of the university of applied sciences. It has been integrated into the operating culture of the university of applied sciences and is communicated clearly and openly.</p> <p>Education and training promoting sustainable development is one of the guiding factors in the development of partnerships.</p> <p>The university of applied sciences is actively pursuing qualifications that promote sustainable development and continuous learning opportunities. A roadmap has been prepared to support education and training that promotes sustainable development and is known to the personnel and students.</p> <p>The measures of education and training promoting sustainable development and the development of students' competence are measured and evaluated, and the results are used in the development of operations. New research data related to sustainable development are used in the development of operations.</p>	<p>Education and training promoting sustainable development is a recognised part of the operating culture, values and attitudes of the university of applied sciences. It is one of the core values of the university of applied sciences and an essential part of the strategy, guiding the work carried out with students.</p> <p>The university of applied sciences supports work that promotes sustainable development in the operations of its partners, tackles shortcomings and publicly encourages the promotion of sustainable development in society.</p> <p>Measuring and evaluating education and training that promotes sustainable development is part of the normal operations of the university of applied sciences, and the results are comprehensively available to the university of applied sciences and regularly reviewed. The results are also used proactively in, for example, curriculum work.</p>

Maturity levels of sustainability: RDI

1. Starting	2. Progressing	3. Controlled	4. Advanced	5. Strategic
<p>sustainable development is taken into consideration in RDI activities, but it is not a key criterion for the activities.</p> <p>The guiding principles and policies are inadequate.</p> <p>Sustainable development is not included in the RDI strategy or guidelines.</p> <p>Solving sustainability issues through RDI activities is identified as an opportunity, but not as an objective.</p>	<p>Sustainable development is part of the objectives of the RDI activities of the university of applied sciences, but there is not enough support or instructions available to implement it.</p> <p>RDI activities are understood as an opportunity to produce sustainability solutions, but sustainable development is not included in the criteria for participating in RDI activities.</p> <p>The sustainability impacts of an RDI project are not assessed in the process.</p>	<p>Sustainable development is taken into consideration in the planning of RDI activities and it is part of the process guidelines. The university of applied sciences has appointed a person responsible for the development of sustainable and responsible RDI activities.</p> <p>The principles and objectives of Arene's programme for sustainable development and responsibility are complied with in the planning, implementation and dissemination of RDI activities.</p> <p>The RDI strategy of the university of applied sciences or other operating instructions consider sustainable development an objective of RDI activities. However, sustainable development is only taken into consideration on a general level.</p> <p>The university of applied sciences has projects promoting sustainable development, but no exclusion criteria have been defined (e.g., partners' commitment to sustainable development or the sustainability of procurement).</p> <p>Communications related to sustainability are part of project communications.</p>	<p>The strategic and operational objectives of RDI activities consider the perspectives of sustainable development and the criteria for RDI project approval include a sustainability assessment of the project. A roadmap has been prepared to improve the sustainability and responsibility of RDI activities.</p> <p>In its RDI projects, the university of applied sciences identifies which UN Sustainable Development Goals (SDGs) the project promotes. Project communications highlight how these goals support sustainable development. When partners are selected, their commitment to the principles of sustainable development are assessed.</p> <p>Sustainability is taken into consideration and assessed in procurements in RDI projects.</p> <p>Research related to sustainable development is taken into consideration in policies concerning RDI activities, and the newest information is used in the development of RDI activities.</p>	<p>All projects are required to promote more than one UN sustainable development goal (SDG), and the sustainability roadmap for RDI activities is linked to the strategy. Progression on the roadmap is monitored systematically.</p> <p>The effectiveness of responsibility related to RDI activities is continuously assessed. Promoting sustainable development is part of project communications and impact communications at the university of applied sciences.</p> <p>Sustainability is one of the primary criteria in RDI project procurements, and partners are required to comply with the principles of sustainability and responsibility.</p> <p>The sustainability criteria set by the university of applied sciences for RDI activities are reviewed regularly and proactively. Each project promotes at least one element of sustainable development: ecological, economic, social or cultural sustainability and takes them all into consideration in its operations.</p>

Maturity levels of sustainability : Carbon footprint

1. Starting	2. Progressing	3. Controlled	4. Advanced	5. Strategic
<p>The organisation's carbon footprint calculations have been implemented sporadically. There have been discussions on the carbon neutrality target and emission reductions.</p>	<p>The university of applied sciences is committed to a common carbon neutrality target through Arene's programme.</p> <p>Carbon footprint calculations have been carried out annually according to Arene's calculation model.</p> <p>Emission reductions have been planned and individual measures may have been taken.</p>	<p>The university of applied sciences has committed to the carbon neutrality target and reducing the carbon footprint is reflected in the strategy.</p> <p>Measures to reduce emissions have been planned and implemented.</p> <p>The university of applied sciences has a person responsible for coordinating the implementation of carbon footprint calculations and the promotion of measures.</p>	<p>The university of applied sciences has a carbon roadmap with defined quantitative emission reduction targets. Several measures have been taken to reduce emissions.</p> <p>New information in the sector is used in the planning and implementation of emission reduction measures (and calculations).</p> <p>Calculation has been automated (e.g., Hankintapulssi, Visma Sustion)</p> <p>Carbon handprint assessment is planned.</p>	<p>Measures to reduce emissions have been systematically implemented in different categories, and the strategy of the university of applied sciences steers measures to reduce emissions.</p> <p>Compensation methods (including carbon sinks) to achieve carbon neutrality have been planned and implemented, taking into consideration any conditions related to state funding.</p> <p>Carbon footprint calculations are automated, and the data are part of the quality system of the UAS.</p> <p>Calculations are more extensive than required by Arene's calculation model (e.g., investments, commuting and/or lunches included).</p> <p>The carbon handprint has been evaluated.</p> <p>The entire organisation of the university of applied sciences knows the carbon neutrality targets and works actively to achieve them</p>