



Bachelor in social work

- social work
- human resource management
- social-cultural work
- social counselling



KATHOLIEKE HOGESCHOOL KEMPEN
Campus Geel

SOCIAL WORK DEPARTMENT

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WORDT NOG INGEVULD



IDENTIFICATION

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From the start in 1995 the Katholieke Hogeschool Kempen, with its ten departments and 6,000 students, has been an impulse for regional development in the Kempen in Flanders, the Dutch-speaking part of Belgium. The ten KH Kempen departments are spread over the Kempen, a dynamic region east of Antwerp. The Social Work department is located in Geel. It has more than 400 students and about 30 teachers.

Together with 12 Flemish Hogescholen, KHKempen has been a partner in the Association KULeuven since July 2002.

The Social Work department is actively involved in the Vlaamse Vereniging van Sociale Hogescholen (VVSH), an association of 12 Flemish colleges of social work. Their educational programmes focus on the 4 options of the social work profession: social counselling, social work, personnel work and socio-cultural work.

The VVSH published a statement about the professional profile and training of social workers in Flanders. It explains how social work training is organised in Flanders.

Mission Statement

The Social Work department of the Katholieke Hogeschool Kempen wants to make a substantial contribution to the quality of Social Work in the larger region Kempen-Limburg, and to keep in constant touch with the evolutions in the social field in Flanders, Europe and the world. Two aims stand out, different but closely knit:

- We offer quality training to potential social workers, i.e. we train people to be professionals with a strong and broad legal background. This legal training should be a well-balanced combination of scientifically founded views, methodical skills and a strong focus practice. We want students to learn to do their jobs starting from clear, personally integrated and consciously chosen values;
- As an active partner we support the existing networks of social organisations, both profit and social profit, and of social workers by organising permanent training, social service and applied scientific research, tailor-made to the organisations and workers involved.

The Social Work department wants to speak up for the socially weak. It wants to have justice done to them within existing social structures and in interaction with these structures. In an open and democratic dialogue with students and the work field we want to contribute to processes of social change that lead to more justice and durability. We have the same expectation from our graduates.

Active learning as a basic principle of education

The Social Work department wants to be a three-year basic training of high quality preparing students to be social workers, socio-cultural workers, human resources managers or social counsellors, in a dynamic, multidisciplinary and multicultural society. The diploma

awarded is a Bachelor degree and is legally protected as Sociaal Assistent in Flanders.

We start from current and scientifically founded visions on learning and education. In a stimulating study climate we want to optimise the involvement in and the responsibility for the learning process of students. We provide students with reliable guidance and constant feedback. Our **vision on learning** is based on **constructivist learning psychology**. We believe that learners direct their learning process themselves, in interaction with relevant others. This learning process is aimed at actively gathering knowledge for oneself. Learning environments must therefore contain as many assignments, situations and evaluation opportunities as possible, referring directly to professionally relevant contexts.

Besides preparing for the job of social assistant we pay attention to lifelong learning and prepare students for the continuation of their Bachelor training toward socially oriented Master degrees, more specifically the Master of Social Work and Social Policy, and the Master Comparative European Social Studies.

Recently, the department has changed to a complete modularisation of its education. We create strong learning environments for our students, starting from a competence approach. We want our students to grow to the level of "beginning professionals", i.e. one who is competent to function as an independent Social Worker in professional situations and who will do this from attitudes that are connected to the profession of Social Worker.

Our interpretation of 'being competent' is 'having the ability to choose from a number of available actions, and executing appropriate actions to reach a certain goal.' (Van Vilsteren, P. & Hummel, H., 1997, p.3). In this definition 'acting' is interpreted as being broader and more valuable than 'behaviour': acting implies reflection, choosing consciously and purposively, and it is supported by understanding and

knowledge. We see 'attitudes' as values that are necessary to function as a social worker in accordance with current ethical and professional codes and with the basic orientations stated in the mission.

The professional competencies

C1. The social worker can relate authentically to people and groups of people within his function.

C2. The social worker can put interactions between people in context and describe them from a generalist perspective.

C3. The social worker can act socially and use his general knowledge of social sciences as well as his insights in practical cases.

C4: The social worker integrates ethics in his actions.

C5. The social worker operates from a critical reflection on the interactions between his own job, his professional field and society.

C6. The social worker can work in teams and in organisations and associate with partners in a network of organisations.

C7. The social worker evolves professionally in the perspective of life long learning.

C8. The social worker contributes to the identity and the development of the profession and to the recorded practice in the professional field.

C9. The social worker can make people find their way in services and in their duties and rights.

Education in close relation with the work field

In the thirty years of its existence, the Social Work department has succeeded in building a valuable network of relations with (professio-

nals in) social organisations in the wide region. Students experience this from the wide offer of work placements, and from the organisations who add experience and questions to the programme of courses and assignments. We continually search for ways to create a win-win-situation both for our students and for the partner organisations involved, e.g. by organising seminars about problems relevant to the work field.

We want to intensify the interaction with the work field for two reasons.

- **Applied Scientific Research:** the Social Work department wants to be a research centre of high quality, it wants to develop useful scientific instruments and methods and offer relevant scientific service to the community. It wants to be a partner of university research centres and to participate in national and international networks. To this end the integration of scientific activities in higher education is essential. Some examples of recent research projects:
 - Research into the image building of care professions
 - Research into welfare and health care needs of older immigrants
- **Social service:** the Social Work department wants to organise tailor-made education, formation and guidance for co-workers and executives of social profit organisations from the larger region. We want to do this by organising and offering courses that fit the organisations. Besides tutoring individuals and coaching teams we want to offer our services to create, direct and support processes of change in organisations. Some examples of recent initiatives:
 - A variety of courses for the college Adult Education Centre
(e.g. organisation development, leadership, computer science, methods of social work, teamwork...)

- Net work stimulation through the Cultuurraad voor de Kempen; training of culture civil servants
- Supporting organisations in drawing up policy plans

International Relations

The Social Work department has been actively involved in international programmes since 1987.

The coordination of a Tempus project with partners from the UK, The Netherlands and Hungary was an opportunity for many teachers and students to participate in exchange programmes. The development of the module 'The European dimension of Social Work' in 1996 was one of the results of this project.

Every academic year several students use the Erasmus programme to study at foreign European universities. To this end bilateral contracts have been signed with:

- Evangelische Fachhochschule Berlin – Germany
- Hochschule Magdeburg-Stendal – Germany
- Eotvos Lorand University Budapest - Hungary
- Hogeschool Zuyd Maastricht – Netherlands
- Escola Universitaria de Treball Social de Barcelona – Spain
- Universidad de Oviedo - Spain
- Örebro Universitet – Sweden
- St Martin's College Lancaster – UK
- Instituto Superior de Serviço Social de Lisboa – Portugal
- University of Tartu, Pärnu College, Estonia
- Baskent University, Ankara, Turkey
- Hacettepe University, Ankara, Turkey
- Fachhochschule Joanneum, Graz, Austria
- Kemi-Tornio University of Applied Sciences, Finland

Participation in a Socrates network, coordinated by Hogeschool Maastricht, established an international course 'Master in Comparative European Social Studies' in 1995, which is one of the 11 European Master's courses recognised by the European Union. A lecturer of the

Social Work Department of Geel is the convener of the module 'International Network Development and Intercultural Theories' (www.maccess.nl).

The department has gained international expertise on the issues gender and diversity. Since 1998 it has been actively involved in the Leonardo da Vinci programme through the coordination of a pilot project 'Equal opportunities for men and women in a European perspective', the outcome of which was a gender module for social work education.

In the years 1998-2001 we coordinated a mobility project with 52 exchanges. The primary objective of this placement project was to train social work students to analyse and deal with changing attitudes towards gender aspects and equal opportunities in social work organisations and companies.

Such projects can focus on two levels. Firstly the placements will assist organisations to do research on and implement equal opportunity policies in the workplace. Secondly, the placements will offer opportunities for students to examine how or if, these policies affect practice at a work level. The work placements will be undertaken in the different disciplines of social work: social care, socio-cultural work, counselling and personnel work.

In 2002 an extra mobility project for 45 students was approved. The theme is again 'Gender in a European perspective'. So far we have sent students to 9 European countries.

In 2003 a new Leonardo mobility application on behalf of 4 Flemish departments of social work was approved. The project provides 60 mobility grants for social work students going on work placements in 14 European countries. The theme is 'mobility with diversity'. Students go abroad to carefully selected partners on regular social work placements. Their social work focuses on diversity practice, i.e. they are working with people in diverse situations: the disabled, homeless, addicted, unemployed, migrant, poor, unequally treated etc.

One of the main challenges in this project is the use of the tele-learning platform khk.toledo.be, through which students are constantly in contact with each other and their teachers, discussing their experiences.

In 2004 and 2006 the department got a new Leonardo da Vinci pilot project approved developing a European module for Social Work education on diversity. The application has been sent in under the title 'DIVERS'. So far 40 partners (universities and field work partners) from 20 different countries have been involved in the project.

The Geel department is a member of

- The European Association of Schools of Social Work (EASSW) <http://www.eassw.org>. Lecturer Jan Agten is a member of the Executive Board on behalf of all Flemish Social Work Departments.
- The International Association of Schools of Social Work (IASSW) <http://www.iassw.soton.ac.uk/Generic/default.asp?lang=en>
- Some colleagues are active members of The International Federation of Social Workers (IFSW) <http://www.ifsw.org/>. The publication of Global Standards for Social Work (<http://www.ifsw.org/GM-2002/GM-GStandards.htm>) is one of their useful products.

Training

The training wants to reflect the diversity of the social work field, and therefore offers the candidate four options.

Differentiation in the work field

Social workers work in diverse sectors and functions. In order to show how their professional profile coincides with different activities, we give a brief presentation of the options offered within the basic training programme. The options are social counselling, social work, personnel management and socio-cultural work. This classification adequately mirrors the reality in the work field.

- The option **Social Counselling(SC)** focuses on socio-juridical help, offered by social organisations such as trade unions, health insurance companies, social secretariats, public agencies etc. Essential components of the social counsellor's work are: social law application, wages and social benefits administration, familiarising people with their rights and duties, mediating between people and agencies. In social organisations assistance is often connected with advocacy and lobbying.
- The option **Social Work(SW)** trains assistants to work for the many autonomous or incorporated social services of the welfare society. Providing clients with help and psycho-social guidance, advising decision-making authorities belong to the core of the social worker's profession. Social workers point out to agencies what the social backgrounds of people's problems are and, by doing so, they both prevent and remedy.
- Those who graduate in the option **Human Resources Management(HRM)** have received a comprehensive training including both personnel administration and personnel management in firms and companies, non-profit-organisations and public services. The professional activities of personnel managers encompass the entire careers of staff members, i.e. personnel planning (staff selection and recruitment), personnel development (on-the-job training, career coaching), terms of employment, labour conditions, industrial relations and organisational development.
- **Socio-cultural Workers(SCW)** are trained to organise and coach educational programmes, cultural activities and processes of social activation in the broad socio-cultural field, i.e. in youth work, socio-cultural work with adults, community work, cultural centres etc. Professionals in this option are also

assigned tasks of organisational administration and policy development.

From this survey it is clear that social workers perform a wide range of functions. It goes without saying that the division into options does not fully cover reality as there are many borderline areas where social workers hold mixed functions. For instance, recently we have seen new developments which simultaneously have a caring function and require socio-cultural action, e.g. in the local authorities' fight against poverty.

From the chart below, showing the most common tasks and interventions of social workers, one can derive that our basic training bears the complex social reality in mind, as it prepares for a large variety of tasks, at least at an elementary level. Each option, however, emphasises its own aspects (shaded in the chart): specific types of help are given more attention in the different training programmes than others are.

These option-specific types of help are:

- Socio-juridical help, dossier administration and advocacy in the option Social Counselling (SC)
- Caring-oriented assistance, psycho-social help and dossier administration in the option Social Work(SW);
- Personnel administration, personnel management, training of staff in the option Human Resources Management(HRM);
- Educational work, cultural work, activation and advocacy in the option Socio-cultural work(SCW).

Organisational development, preventive or pro-active work and lobbying have been shaded for all options since social workers face tasks of this nature in any function.

Social work and values

Before describing the basic training programme, we first have to mention the socio-ethical

aspects of the profession. Social workers' interventions are never value-free. Some of the fundamental values and principles guiding social workers' actions are:

- social justice;
- democracy;
- respect of individual identity;
- recognition of all people's dignity and equality.

These values and principles have fundamental consequences for professional action, which is to be aimed at people's emancipation. In other words, clients must be regarded as equal partners in their interaction with the social worker. They are not objects of assistance, but subjects who make choices of their own – at ethical and other levels- and who co-determine the goals and the processes of the interaction.

Structure and Organisation

Social workers bridge the gap between people in their personal habitat on the one hand and the wide social context with its laws, organisations and facilities on the other. Students must therefore gain an insight in the personal living situations of people. This insight is being strengthened in e.g. "Person-oriented

modules". But students of social work need a thorough insight in society. Courses that contribute to that are clustered in "Society-oriented modules" and "Law modules" of the 1st and 2nd bachelor year.

Students must get a feel of the specific social work approach and get to know themselves as emancipating workers. They will learn that in the "Social Worker oriented module" or the "Job practice Module".

And finally: students choose within the wide field of social work a specific major , completed by some "minor modules". The major modules are:

- Social Work
- Human Resources Management
- Social-cultural work
- Social Counselling

Credits and study volume

Per credit students are expected to work between 25 and 30 hours, preparing for and taking lessons, doing exercises, studying matter and writing reports. The total study volume of an academic year is 60 credits, i.e. a minimum of 1500 and a maximum of 1800 hours of education and study.

1st year of Social Work

Social Worker oriented module		
Professional orientation and workfield part 1	6	
Fields of Social Work		2
Written communication		1
Social information technology		1
Agogics		2
Teaching group part 1	4	
Professional orientation and workfield part 2	6	
Fields of social work		3
written communication		1
Social information technology		1
expression		1
Learning group part 2	4	
Law module		
Law part 1	6	
General law		2
Social law		4
Law part 2	6	
General law		2
Social law		4
Society-oriented module		
Sociology	5	
Economics	4	
Social and political history and current affairs	5	
Person-oriented module		
Philosophy	4	
General psychology	4	
Special psychology	6	
Biopsychology		3
Development psychology		3
TOTAL	60	

2nd year

Module job practice		
Job practice		
Worker's module		
Worker's module	9	
Methodical dialogue		3
task and learning groups		3
man and organisation		3
Society module		
Social policy	3	
Economics	3	
Research methods	5	
Person-oriented module		
Philosophy and religion, perspectives on religion and meaning	5	
Philosophy		2
Perspectives on Religion and Meaning		3
Psychopathology	3	
Social psychology	3	
Law module		
Social law	4	
Major social work		
Organisation and policy in social work and social counselling	3	
Legal problems in assistance	3	
Major Socio-cultural work		
Sector and policy of Socio-cultural work	3	
Problems of Socio-cultural work	3	
Major social counselling		
Organisation and policy in social work and social counselling	3	
Social legal problems	3	
Person-related Module		
Work field and partners in HRM	3	
Corporate psychology and human resource management	3	
TOTAL	60	

Students choose one of the four major modules in connection with the option chosen

3rd year

Major Social work		
Integrated work and business ethics	10	
Integrated work		9
Business ethics		1
Topics in assistance	7	
Social Aid		6
Legislation		1
Organisation and policy	3	
Major Socio-cultural work		
Fundamental attitude	5	
Process work and learning		3
Business ethics		2
Project work and learning	6	
Functions of socio-cultural work	6	
Education		2
Activation		2
Cultural management		2
Policy making	3	
Major Social Counselling		
Legislation problems	6	
Methods of social and legal aid	6	
Policy, organisation and business ethics	8	
Policy		3
Organisation		3
Business ethics		2

Major HRM		
Social law	5	
Learning group of HRM workers and business ethics	10	
Learning group of HRM workers		8
Business ethics		2
Organisation change and policy	5	
Organisation change		2
Policy		3
Minor social work	6	
Minor Socio-cultural work	6	
Minor Social counselling	6	
Minor HRM	6	
Minor social work in an international perspective	6	
Seminars and final work module		
Seminars	4	
Final work	6	
Module of professional practice		
Professional practice	24	
TOTAL	60	

INDUSTRIAL ENGINEERING AND BIOTECHNOLOGY DEPARTMENT

Campus Geel

Master of Industrial Sciences-Electromechanics
option Automation
option Electromechanics

Master of Industrial Sciences Electronics - ICT
option Information and Communication Techniques
option Electronics

Master of Biosciences
Agriculture
Horticulture
Food Industry

Bachelor of Agro - and Biotechnology
Agriculture
Arable Farming
Cattle breeding
Intensive Cattle breeding
Horticulture
Vegetable Cultivation
Fruit Growing
Ornamental Plant Cultivation
Landscape architecture
Agro- and Food Technology
Bionics
Veterinary assistant

Fellow in Information Technology

Fellow in Internet and Web Development

Fellow in computer-driven Instrumentation

Transition programme:

*Professional Bachelor to Master of Biosciences/
Industrial Sciences in two years*

BUSINESS STUDIES DEPARTMENT

Campus Geel

Bachelor of Business Management
option Accountancy – Taxation
option Logistics Management
option Finance and Insurance
option Marketing
option Law

Bachelor of Office Management
option Management Assistant
option Business Translation – Interpreting

Bachelor of Applied Information Technology
Majors:
Programming and Analysing
System and Network Management

*Strategic SME & Retail Management
(postgraduate course)*

Campus Turnhout

Bachelor of Business Management
option Accountancy – Taxation
option Finance and Insurance
option Marketing
option Law

Bachelor of Office Management
option Management Assistant
option Medical Secretariat
option Business Translation – Interpreting

SOCIAL WORK DEPARTMENT

Campus Geel

Social worker
option Social Work
option Human Resource Management
option Social-Cultural Work
option Social Counselling

HEALTH CARE AND CHEMISTRY DEPARTMENT

Campus Geel

Bachelor of:
Orthopaedics
Occupational therapy
Medical Laboratory Technology
Pharmaceutical and Biological Technology
Dietetics
Chemistry
option Chemistry
option Environmental Protection
option Processing Technology

Campus Lier

Bachelor of Nursing
option Hospital Nursing
option Paediatrics
option Social Nursing
option Geriatric Nursing

Midwifery

Postgraduate courses : Intensive Care and
Emergencies, Geriatrics, Paediatrics, Operating
Room, Social Health Care, Home Health Care,
Mental Health Care

*Transition programme :
certified nurse to graduate nurse*

Campus Turnhout

Bachelor of Nursing
option Hospital Nursing
option Pediatrics
option Psychiatric Nursing
option Social Nursing

Midwifery

Postgraduate courses: Intensive Care and
Emergencies, Geriatrics, Paediatrics, Social
Health Care, Mental Health Care, Oncology
Education for Charge Nurse

*Transition programme:
certified nurse to graduate nurse*

TECHNICAL SCIENCES DEPARTMENT

Campus Geel

Bachelor of Electricity
Option Electricity
Option Electronics
Industrial electronics and domotics
Information and computer technology
Telecommunication technology

Bachelor of Electrical and Mechanical Engineering
option Industrial Mechanization
option Climatization
option Measuring and Control Engineering
option Maintenance Engineering

Bachelor of Logistic Technology

TEACHER EDUCATION DEPARTMENT

Campus Turnhout

Bachelor of Education: Secondary Education
Options:
Geography, Kinetics, Biology, Economics,
English, French, Physics, History, Religion,
Business-Burotics, Computer Science,
Physical Education, Dutch, Plastic Education,
Mathematics.

Bachelor of Education: Primary School

Campus Vorselaar

Bachelor of Education: Nursery school

Bachelor of Education: Primary School

Bachelor of Education: Secondary School
option: General Subjects
Geography, Biology, Economics, English,
French, Physics, History, Religion, Computer
Science, Dutch, Projectwork for vocational
education, Technical- Technological Education,
Mathematics

Possible fourth subject as in-depth study from
the second year on: Chemistry or German.

*Short-track training for Bachelor of education:
Primary School*