LIFE project Portfolio

Alumni Engagement and Networking Project

1. PROJECT REPORT

> *1.1. Description of the terms of reference and goals of the project - general introduction to the topic, ideas and the division of roles within the team.*

Our project is a research about the TLU English language law BA program alumni opinions about the studies and how TLU helped them to get where they are now. Additionally, we will try to compile a list of contact information of the alumni to establish a possibility for connections and engagement in the future.

Currently, there is no information from the TLU side about internship opportunities, master's level programs students have been admitted to nor there is any information about the TLU English language law BA program student's career paths.

While Developing alumni networks is challenging and new for many regions of the world, yet alumni networks offer enormous potential and benefits to an institution and its students.[1] As noted by Ebert, Axelsson and Harbor, 'little research has been published on alumni relations development, and most papers are written from a US perspective'.[2] Ebert, Axelsson and Harbor go on to note that as developing alumni networks is new to Nordic universities, some administrators and faculty are reluctant to devote time and resources necessary to developing alumni networks.[3]

The goal of the project is to get some more insight of what the alumni's opinion of the studies was and what they are doing now. Also, we will get some information how studying bachelor's in TLU helped them in their career plans and if they did their masters and where. Moreover, useful and explanatory information is expected to be collected to obtain such knowledge that could be employed to discover internship opportunities and future work possibilities for the current and potential students of TLU English language law BA programme, both in Tallinn and Helsinki.

This project is mainly aimed for those people who are thinking of studying and considering studying in Tallinn University. The results of this project could help them to decide whether to study in Tallinn University or not. Information about companies/organizations where students from Tallinn University have done their practical training and which Universities are willing to admit TLU students for master's level studies will be beneficial for current students to successfully complete all the mandatory tasks of the curricula and continue their academic career.

We will make an anonymous questionnaire, that the alumni can answer. They will be provided with a link to the questionnaire through different social media channels. Also, the survey will contain a possibility of respondents to provide their contact information for future communication and establishment of alumni contacts list.

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[1] Mollie Dollinger, Sophia Arkoudis, Samantha Marangell, 'University alumni mentoring programs: a win-win?' (2019) 41 Journal of Higher Education Policy and Management 375, 377.
[2] Karin Ebert, Leona Axelsson, John Harbor, 'Opportunities and challenges for building alumni networks in Sweden: a case study of Stockholm University' (2015) 37 Journal of Higher Education Policy and Management 252
[3] Ibid 253.

There are 13 participants in the project divided in two groups – Social Sciences and Law group. The roles are divided in the team so that everybody is doing something. We each decided in our first meeting who wants to do what and made a list of it. We considered also what everybody is good at. Division of tasks are presented in the section 2 in more depth.

1.2. The importance of the problem, its description and choice of methods

Currently, no alumni network of the TLU English language law BA program exists, and no data about companies/organizations where students from Tallinn University have done their practical training is maintained as well as future paths after graduating are unknown. Such information would not only help current students to successfully complete all the mandatory tasks of the curricula but also provide valuable aspects for consideration to potential students as they would be able to see what their career and academic possibilities are during and after studying at Tallinn University English language BA program both in Tallinn and Helsinki.

Lack of data and knowledge of alumni of the program is problematic because we, as students, don't really know so far what our chances to be accepted to a university to do our master's degrees are, nor do we really know what the career opportunities are, after bachelors or after a master's degree.

There has been problems connected to internship as well, for example, University does not have a network with companies/organizations/authorities that are interested to take interns from Tallinn University who could be employed by current students to find a place where to undergo obligatory practical training which is part of law curricula. Several current students struggled to find a place for an internship (there are many international students that are not familiar with the local practices and do not possess the native language requirements which can be of crucial importance when looking for internship opportunities) and had to contact several potential supervisors – some of them were not responding / not interested etc. Such practice not only takes a lot of time and increases the overall stress level of the students but also does not show the organizational aspects of the University in a positive light. If a list of companies/organizations/authorities where previous students have undergone their practical training while being Tallinn University student as well as their comments about the success or negative aspects would help current students to successfully conclude their studies and possibly gain future employment opportunities and connections while being students. Such a network would increase the overall satisfaction of the Tallinn University law study program.

Also, upon applying to continue the studies at the master's level, information about universities and study programs where alumni have studied would allow a current and potential student to better understand which universities are eager to admit students from Tallinn University. For example, Tallinn university students have even sued Helsinki University for not admitting them to master's level studies – unfortunately, unsuccessful as Administrative Court ruled that degree of law from the University of Tallinn could not be considered to provide a good enough basis for completing a master's degree in Helsinki University (see https://www.aamulehti.fi/uutiset/art-2000007308466.html) Knowing such and similar information connected with continuing academic education would benefit students and help them choose most appropriate study places.

Moreover, knowledge about career paths of students would be beneficial information evidencing various options present when graduating and would encourage potential students to apply to Tallinn University – they would know what to expect/ what are the possibilities if they study at this program/ what are the future employment options etc.

An Alumni network is possible of bringing various benefits to current, potential, and previous students as well as the university per se. It would increase the overall professionalism of the program itself and the university as well.

The results will tell us about the quality of the TLU English language law BA program and also about possible masters/future career aspects.

We are using an online survey which will be available for all the TLU English language law BA program alumni for answering. The alumni's will be provided with a link to the survey. Based on this survey we will be able to determine many things relating to studying in TLU and the life after bachelor's degree. The suitability of the survey is very good for this kind of project. It is anonymous and done online so it is easy for the alumni to fill it in. This way we can also get honest results. There is possibility in the survey for the respondents to leave their contact information for further networking.

Because currently there is not a complete networking channel for the TLU English language law BA program alumni (some Facebook, Instagram and LinkedIn groups exist but not all alumni is present there) would like to try to provide one.

1.3. Description of activities and reaching the stakeholders

The project outcomes are to conduct research, produce and communicate survey, interpret, and present the results and provide for platforms where current students could be connected with alumni and where networking is possible.

Social Sciences group activities:

We chose each group member's role in the first meeting. Everybody attended the first meeting and had the possibility to say what they wanted to do in the project. We created the action plan together on the first meeting day. Sirisopa created the communication channel for the team. Team leaders were chosen in the next meeting, we decided to have 3 team leaders as everybody in our group seemed to be very busy, so we thought it is better to divide the task. The midterm report and research on social sciences was done by everybody in the group. Linda got the task to do the portfolio of our group. The questionnaire was produced by Ajdina, Sofia and Rea and the questions to it were made by Tuuli, Sirisopa and Henriikka. After the questionnaire was produced it was sent to the other group for publication.

Research for the project was carried out by the whole group, for example. Ajdina researched what platform would be ideal for the questionnaire. Initially the "Surveymonkey" platform was chosen since it seemed well fitting for our needs. However, due the limitation of 10 questions in that platform we later decided to go with the "Google Forms" platform, where you could add any number of questions and was overall better for our project.

Law group activities:

In order to fulfil the goals of the project, research about aspects relevant to the processing and using personal data and additional factors are conducted, questionary made, alumni contacted, data obtained and interpreted, and connection and networking platforms have to be established.

The activities of the group are:

- Researching General Data Protection Regulation (GDPR), Data collection and privacy issues when making questionaries, Theoretical literature applicable to the subject as well as researching what other universities have done to make and maintain the alumni network.
- Restructuring the survey according to the necessary requirements
- Establishment of privacy policy annexed to the survey
- Interpretation and classification of the results of the questionary.
- Establishment of platforms where current students could communicate and network with alumni.
- Visualization and communication of the results.
- Promotion of the platforms.

The project activities are aimed at previous, current, future and potential students of TLU English language law BA program as well as university itself could benefit from the information obtained to better design the organisation of the study program and make it more attractive for potential students. This project is capable of increasing the overall professionalism of the program itself and the university as well.

In order to reach the respondents online communication was present. Admins of existing channels used by some of the alumni were contacted and collaborations established. The form of online communication was chosen because it was the most convenient method for reaching participants based on the needs of the project.

1.4. Sustainability of the project

This project is extremely sustainable because it is done fully online. The questionnaire will be available and answered online and all the materials for this project are online, so for example, no paper will be used. Also, the meetings for this project are online. The results will be published online so they are easily accessible for everyone interested. Also, cooperation with stakeholders is done online.

As will be presented in the results section, not all of the aims of the project were possible to reach within the timeframe of this project therefore it is suggested to continue the project. The concept established by the project should be developed further to reach all of the alumni of the TLU English language law BA program and merge the alumni network into one networking platform established already. It is also suggested to employ the survey prepared in this project by the university itself and, by using information about the graduates not available to the participants of the project but definitely maintained by the university, to further gain data and employ them to increase the professionalism of the study program. Also, coordinators, curator of the programme the head of legal studies shall be involved in the future development of the alumni network and compiling of the survey data.

1.5. Summary of the results and annexes

Within the timeframe of the project, we have managed to:

- Create the concept that can be used when continuing the project

- Do the research necessary for creation of the survey,
- create the survey and privacy policy annexed to it,
- publish the survey,
- contact several admins of existing networks to communicate the survey on their channels,
- establish Facebook page where the networking would be possible as well as where the results and additional information can be published,
- receive some responses to the survey,
- classify the results,
- prepare the list of companies/organizations where alumni have done their internship / continued the studies based on responses of the survey
- communicate the results.

We did not manage to:

- reach enough respondents – alumni of the project – to create sufficient database with contact information and data based on the responses of the survey
- create LinkedIn platform – due to lack of authority given from the university for establishment of page connected to the university
- merge several of existing platforms where some of program alumni are members into one, partly due to internal problems of the management of these platforms within the admins and partly to lack of time for fulfillment of such aim

It is necessary to / suggested to continue such tasks in future projects:

- use the concept made as foundation in further steps on the project
- obtain and contact all graduates of TLU English language law BA program
- communicate the survey to them
- create mechanism to avoid duplication of data already received
- provide for possibility of data security
- merge the existing networking channels into one
- maintain the networking channel already established and create the LinkedIn channel as well
- employ the idea of this project and concept established to other study programs of TLU as well
- involve university in the development of graduate's network and answering of survey questions

ANNEXES

1. Research

<u>Tuulia → Data Collection and Privacy issues when making questionnaires (Survey):</u>

Firstly, definition for the personal data: any data from where the person can be recognized in any way. It is data that can be used to identify a person directly or indirectly, such as by combining an individual data item with some other piece of data that enables identification, are personal data. Persons can be identified by their name, personal identity code or some other specific factor.

Such as: e-mail address, telephone number, IP address, positioning data, card numbers.

But then again, what is NOT personal data is for example anonymised data. Therefore, it should be analysed whether the survey includes personal data or not.

→The General Data Protection Regulation protects personal data

Compliance with the requirements of the General Data Protection Regulation (GDPR) is required when processing personal data. The GDPR protects personal data regardless of the technology used for processing them. Neither does the storage method of the data matter: they can be stored in an IT system, video surveillance system or paper archive.

With regard to the applicability of data protection regulations, it is also irrelevant whether the processing of personal data has been centralised in one location or dispersed across several locations, systems or processors. The essential consideration is that the data concerning a specific individual can be obtained from the centralised or dispersed data set by certain criteria, such as the name or personal identity code. In other words, if their purpose of use is the same, the data belong to the same logical data file even if they are collected from different sources, stored in different locations or processed by different parties.

For as long as the data can be used to identify persons directly or restored to an identifiable format, they constitute personal data and are subject to the GDPR.

→Pseudonymised and anonymised data

Pseudonymisation means the processing of personal data in such a manner that the personal data can no longer be attributed to a specific person without the use of additional information. Such additional information must be kept carefully separate from personal data. Even still this data can still be used to single individuals out and combine their data from different records, since this is still personal data and their processing is subject to data protection regulations.

The encoding of personal data is an example of pseudonymisation. Encoded data cannot be connected to a specific individual without a code key. For the holder of the code key, however, decoding the records and identifying each data subject remains a simple task. Personal data can also be protected with false names. For example, a data item related to the individual can be replaced with another in a database. Pseudonymisation is a commonly employed method in research and statistics.

Anonymised data

Anonymisation refers to the processing of personal data in a manner that makes it impossible to identify individuals from them. For example, the data can be rendered down to a general level (aggregated) or converted into statistics so that individuals can no longer be identified from them. The prevention of identification must be permanent and make it impossible for the controller or a third party to convert the data back into identifiable form with the information held by them.

Anonymisation must take into account all reasonably viable methods for converting the data back to an identifiable form. Factors such as the costs of identification, time required to identify the data subjects and available technologies must be taken into consideration in the assessment of the possibility of identification. The controller must also prepare for the eventuality that the passage of time and advancement of technology could weaken the anonymisation.

→Anonymised data are no longer considered to constitute personal data and are not subject to data protection regulations.

Whether an individual data item can be considered anonymous or not requires case-by-case evaluation. Individuals can be identified by other data than their names. Thus, simply deleting the names and other identifying data will not always render all data in a personal data file anonymous. The collected material can contain detailed information on individuals (e.g. rare diseases or a sufficient amount of different types of data) which makes them indirectly identifiable.

If a controller discloses parts of a data set from which all original, identifiable data items have not been deleted, the resulting material still contains personal data. The processing of such materials remains subject to data protection regulations.

Legal requirement when collecting personal data:

All web pages collect some data about the users, even if the page is just a click-through page only, such as survey. Some examples what kind of data is being collected are internet domain, IP address, information when the website was accessed, type of browser and operating system used and from what site the used came to the survey.

Web forms of any kind collects data, and for example Google Analytics gathers even more data behind the scenes, and so does the internet surveys.

The instruments to comply with the law:

If collecting user data of any kind the first thing what is must is to make sure you have Privacy Policy in place. Most of the major jurisdiction globally require that this kind of legal agreement is must, and it must contain certain clauses.

→ USA, for example Californian law requires that the Privacy Policy must be displayed as a standalone document and must detail what kind of information is collected and what is to be done with the information, and who it will be shared with (if anyone).

→ Europe is a party of EU Data Protection Directive 1995 and this directive set our seven principles of data collection:

- **Notice:** users should be given notice when their data is being collected

- **Purpose:** data should only be used for what you say you will use it for

- **Consent:** user data should not be shared without your users' consent

- **Security:** collected data should be kept secure

- **Disclosure:** users should be informed about who is collecting their data

- **Access:** users should be allowed to access their data and make corrections to any inaccurate data

- **Accountability:** users should have a method available to them to hold data collectors accountable for not following the above principles

If one is based in Europe, the UK, Canada or the USA (as we are in Europe) or collect data from alumnis internationally (as we are), one must comply with these laws and reflect these principles in the Privacy Policy.

It is also a must to comply with the law to make sure that users of the survey are bound by the legal agreement.

The Privacy Policy:

Best method what most of the websites use to display Privacy Policies is to include a link down the bottom of the survey in small writing. Such as:


This provides the needed information for the users to be bound by the Privacy Policy. This type of method is called browsewrap. It means that the users need to browse the website to find the terms and be bound by them. Most courts have decided this to be valid enough. If want to use this method one must ensure to display the Privacy Policy in an easy to find place, make it prominent and display it frequently.

Another method is clickwrap, where users have to click "I Agree" or indicate their agreement directly. Most courts have held that this method is better method than browsewrap to get the users agree the Privacy Policy or Terms of Use and to give their consent to be legally bound by it.

To implement a clickwrap method, there are three main ways that you can do it.

First, if you are collecting user data through a mobile app, you can use a pop up when they first open the app which asks them to agree to your Privacy Policy.

Here's an example from Apple:
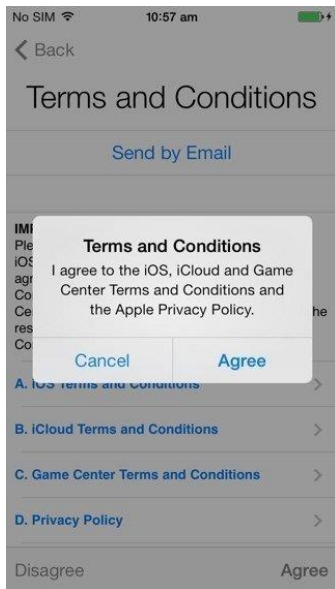
➔ In case of using a website such as survey to collect data, either use a checkbox or the web forms or include a statement saying "By clicking `Submit`you agree to be bound by our Privacy Policy".

Here's an example from YouTube of what the checkbox might look like:

➔ Another option is to the statement alongside the "Submit" button, such as:

Using the collected personal data:

In our project the aim is to review the results of survey that outreaches to particular group.

To reach the aim the group has an idea to provide the information for the Tallinn University, therefore it is must to let the people answering the survey know what is being done with the data, particularly if sharing the data with the third party. To avoid issues and problems what may aries with using collected data and as a security instrument it is to make sure that the survey is clear and the only data collected is the data what is needed, nothing more. If in any point the TLU change anyhting that the data us used for, or share it with any new third party, it must be ensured that it is updated on the Privacy Policy to reflect these changes.

How to use secutiry data:

When holding onto user data it is a must to make sure that the one that collects the data keeps it secure and protected from leaks.

There are two primary ways in which you can keep the data secure: technical security measures, and organizational security measures.

Technical Security Measures

One of the technical ways in which you can protect information is through SSL encryption. SSL means that the connection between your website and the user's browser is secure.

Make sure that you select the option to have SSL encryption turned on wherever possible.

Another way to protect user information is to make sure that your web forms do not allow code to be sent to your database through the form.

(When you receive data through the form make sure that anything that looks like it could be computer code is treated as plain 'text' rather than computer code by your server. That way it won't be run as code on your server, and won't be able to take data from your database.)

Organizational Security Measures

The second way of protecting user data is by implementing "need to know" measures within the Tallinn University. The only people that should have access to user data are those people who need to see it for their work. You can implement passwords and categories of user data through your CRM software to make sure that sensitive user data is protected. The first step toward legally leveraging user data is ensuring that you collect the data legally, and make sure that your users agree to a clear and thorough Privacy Policy agreement. Display this legal agreement using a clickwrap method, so that your users are legally bound by it. Finally, keep data secure and ensure that it is used only for the purposes stated, and not shared with third parties who don't need to see it.

The following link is strongly recommended to use to generate the necessary legal agreements for the website or app:

https://app.termsfeed.com/wizard

Regulation (EU) 2016/679

- regulates the processing of personal data with the EU and the free movement of such data.
- Important component of EU Privacy and Human Rights law.
- Principles of the directive are aimed at the protection of fundamental rights and freedoms in the processing of personal data.

The data subject has the right to be informed when his personal data is being processed. The controller must provide his name and address, the purpose of processing, the recipients of the data and all other information required to ensure the processing is fair. (art. 10 and 11)

Data may be processed only if at least one of the following is true (art. 7):

- when the data subject has given his consent.
- when the processing is necessary for the performance of or the entering into a contract.
- when processing is necessary for compliance with a legal obligation.
- when processing is necessary in order to protect the vital interests of the data subject.
- processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller or in a third party to whom the data are disclosed.

- processing is necessary for the purposes of the legitimate interests pursued by the controller or by the third party or parties to whom the data are disclosed, except where such interests are over-ridden by the interests for fundamental rights and freedoms of the data subject. The data subject has the right to access all data processed about him. The data subject even has the right to demand the rectification, deletion or blocking of data that is incomplete, inaccurate or not being processed in compliance with the data protection rules. (art. 12)

Keren + Elias→ Researching GDPR (General Data Protection Regulation)

What is the GDPR document?
The intent of GDPR is that all the member states of the European Union have uniform data protection law, which makes the field consistent and more comprehensive. The citizens of the European Union can form an understanding on how their personal data should be protected across the whole European Union. If citizens of the European Union wish, they can take action towards the data processors or file complaints in a consistent manner.

The GDPR is an important legal document that regulates the protection of people, regarding their personal data process and privacy matters. The document was created in 2016 and it came to force at the end of May 2018. All member states of the European Union need to follow the GDPR rules and regulations when they are processing personal data of natural persons. The GDPR document 2016/679 is replacing the old legal document under the name of Data Protection Directive. The regulation was created by the European Parliament and the EU Council together. The legal form of the GDPR document being regulation and not a directive is making it binding and gives some flexibility to the EU member states in regards to applying it and makes the regulation somewhat adjustable. The regulation is applicable to all enterprises that are handling the personal data of natural persons who are located in the EEA area.

Principles of GDPR and the Alumni Engagement and Networking project
Principles of GDPR are stated in several articles, for example Article 6, 4 and 7. One of the most important principles is that the personal information data of individuals cannot be processed if there is no legal reason for it to be processed. This is an important rule that the school institution needs to take into account concerning the LIFE/ELU course project of Alumni Engagement and Networking. In this project there is a survey done and through it answers of natural persons will be collected. When making a survey and analysing it later one needs to know what is accepted and what is not according to the Data Protection Regulation. That is why being familiar with the GDPR document is important. For example, in the questionnaire it needs to be clarified why the collecting and later processing of personal data is required in our research survey so that the answerers know that there is a good legal reason for their personal information to be collected and processed.

Survey and the GDPR
In our project a survey is made which is addressing alumnis of the Tallinn University law School. The alumni students are mostly Finnish and Estonian but also from other European countries or some even from outside Europe. Because the institution is collecting survey data inside the EU the GDPR is binding further actions when making surveys and collecting personal data to be processed. When making the survey, we need to ask for the consent from the alumnis. Do they want to be part of this project and take part in the survey? The GDPR regulations are important here. We need to ask for the alumnis consent to gather, process, and analyse their personal data.

In this project there is a survey done where the alumnis from previous years are asked where they went for postgraduate studies, where they found employment, and how much is their salary now after their graduation from Tallinn University. Information like that falls under the regulations of GDPR, and as such it is important to find out the relevant sections. The institution needs to pay due diligence to processing the gathered personal data as violating the GDPR privacy and security standards has the potential to incur severe penalties in the form of fines and the subjects of data processing may seek compensation for damages if their rights are violated.

Important articles of GDPR to consider
The institution is required to keep a keen eye on the *principles of data protection* which are found in Chapter 2 of GDPR. Important articles are articles 5, 6, 7, 9 and 11. Article 5 concerns principles relating to processing of personal data. Article 6 concerns lawfulness of processing. Article 7 concerns conditions for consent. Article 9 concerns processing of special categories of personal data. Article 11 concerns processing which does not require identification.

Chapter 4 of GDPR is important to consider as well. The University (us) is processing the data and it is the data controller here. As the controller, Article 24 needs to be taken into account. The institution shall implement appropriate technical and organisational measures to ensure and to be able to demonstrate that processing is performed in accordance with this Regulation. Those measures shall be reviewed and updated where necessary. The controller should make sure the Article 32 security of processing is planned.
Consent from the data subjects
Without the consent from data subjects, we cannot process their data at all. When we get the consent we need to also keep the evidence of it according to GDPR. GDPR states that the consent has to be *freely given, specific, informed and unambiguous*. These are the requirements for consent. We need to request consent also in a *clear, plain language* so everyone understands it. The request also has to be distinguished from any other possible requests if there are some. If alumni want to withdraw from the process they can do it whenever they want no matter if they gave consent before.
Privacy rights
According to GDPR data subjects have many privacy rights. In this making of the survey some that are really important and need to be taken into account are: the right to be informed, the right to access, the right to erasure and the right to restrict processing.

Sources:
General Data Protection Regulation (GDPR) Compliance Guidelines, available online: What is GDPR, the EU's new data protection law? - GDPR.eu
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Document 32016R0679 - Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC, available online: EUR-Lex - 32016R0679 - EN - EUR-Lex (europa.eu)

General Data Protection Regulation (GDPR) – Official Legal Text (gdpr-info.eu)

Existing alumni network is looked at, other two Estonian universities which have law faculties - Tallinn University of Technology (TalTech) and University of Tartu as well as how three of the biggest law faculties in Finland have organized their alumni network - University of Helsinki, University of Turku and University of Lapland is examined. Mainly internet and social media is used - Facebook and LinkedIn. Facebook, because it has the widest coverage numerically - meaning the most individuals and it is easy and free to use for everyone. Although it can be said that the aforementioned is the biggest downside of Facebook because the "noise" from other types of content might be uninviting for the professional community. The second platform of the choice - LinkedIn. LinkedIn as a platform was created and is geared towards professional networking and career development. Additionally, many employers in the legal field already use LinkedIn as their main platform for recruiting. Also, information via email from the respective law faculties will be requested.

First we are going to take a look at how the universities in question have coordinated the alumni networks internally - meaning is there an alumni organization specifically for the Faculty of Law, for the school that the faculty of law belongs to administratively or is there a University wide alumni organization meant for all the faculties. As mentioned above I am focusing on the three biggest law faculties in Finland and for the two law faculties in Estonia that offer higher legal education in Estonia.

University of Helsinki Faculty of Law

University of Helsinki has the biggest and oldest of the law faculty in Finland with around 2000 students, about 250 starting every year and with the acceptance rate being around only 5-10 percent. The Helsinki University has a separate university-wide Alumni Community with 45 000+ members making it the largest network of experts in Finland. University of Helsinki has a web based closed Alumni Hub where one can use alumni benefits, have discussions with other alumnis and catch up with one's faculty. Although there is no faculty specific alumni organization, the faculty still has tight cooperation with the alumnis through the Alumni Hub. There is a freshly created (1.4.2022) non-profit association called "Pykälän alumnit ry" which is meant for the Faculty of Law alumnis.

University of Turku Faculty of Law

University of Turku Faculty of Law (UTFL) is the second largest Faculty of Law in Finland with about 1500 students. UTFL has the first alumni organization for law students in Finland - **Senilex ry**[4] which was founded in 2000. Every graduate from UTFL has the right to become a member of Senilex. Senilex offers alumnis the possibility to maintain the network built during the studies and to get acquainted with older and younger alumnis. Senilex has a tight cooperation with the Faculty of Law and has a mentor program for the current students

University of Lapland Faculty of Law

University of Lapland is the northernmost University in the EU, with the faculty of law having about 1200 students with around 140 new students starting every year. The University of Lapland Faculty of Law (ULFL) has

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[4] Ry is an abbreviation for non-profit organization

no separate alumni network. However, it has an appointed contact person for Alumnis. And there is a school-wide Alumni organization for all faculties which one can join through filling a form.

Tallinn Technical University Department of Law

The TalTech Law School is a relatively new law school that has been in existence for about 20 years. There is no official alumni organization for the Department of Law per se. Although alumnis can join the student association of Tallinn Law School (Department of Law) - MTÜ Õigus Juuratudengid (Õigus), as senior members. The School of business and Governance of which the Department of Law is part of has an alumni portal where one can connect with fellow graduates and stay in touch, leverage the shared history you have with other alumni to expand your professional networks and meet new people, create groups (based on class, location, interests) etc. In addition, there is an appointed contact person who is responsible for Partnership and Alumni relations for the School of business and Governance of TalTech.

University of Tartu School of Law

University of Tartu and its School of Law is the oldest of the list being founded in 1632. It offers BA and MA programmes both in Tartu and Tallinn. There is no specific alumni organization specifically for the School of Law. There is a University wide alumni organization, which is the largest in Estonia. It has its own web portal through which an alumni can mentor current students, support the academical work, or can offer practical training employment. Universities can provide its alumnis different types of training, courses or micro degree programs.

It has to be mentioned that, when it comes to the Estonian universities, it is important to note that Estonia (especially Tartu) has a strong culture of (university) student Corporations, which differs from the Scandinavian (Finnish) academical student organizations. Estonian (student)corporations follow mostly old baltic-german corporation traditions. They are all men, or all female organizations, following traditions and rules that might be more than 150 years old. The corporation, by its nature, is a closed organization which above all focuses on its members. The membership of a corporation usually lasts for a lifetime. Although the corporations are interdisciplinary, in a sense corporations take over and carry the function of alumni networks. Corporations have a special place in Estonian academic and cultural history, one of the best examples being the fact that the Estonian national flag (colors) do originate from Estonian Students' Society - the first indigenous Estonian student organization. In 1882 the Estonian Students Society tried to establish itself as the corporation Vironia but it was rejected by other corporations, who were mainly composed of baltic-german students. Their blue-black-white flag was blessed on 4 June 1884 in Otepää, in 1918 this flag was declared as the official Estonian National Flag.

The second part of my review takes a look at the more contemporary way to build and maintain alumni networks and relationships - the modern social media. Out of the dozens of different social media platforms we are taking a look at more specifically LinkedIn and Facebook. Out of those two LinkedIn is purpose built for professional networking. And it can be, by a non-professional observer of course, said that Facebook has been rapidly losing ground to LinkedIn when it comes to professional linking with each other. Although when it comes to alumni communities there might be big and vital communities in Facebook that were created before the Linkedin`s heyday. Additionally, the way these two social networks work, they are not directly competing with each other. Facebook is clearly geared towards casual non-professional communication and LinkedIn on the other hand is solely built for professional communication and building professional networks.

Firstly, the Estonian schools - University of Tartu and Tallinn Technical University. For the Tartu University there is an unofficial group called "TÜ õigus (üldine)", which by the description "gathers students from different

classes to have communication between them". The group has more than 1800 members, but unfortunately it is a private group - meaning that I cannot evaluate the communication taking place in it, but by the general description of Facebook there has been 8 new posts during the last month. That is not much for a group with more than 1800 members, but on the other hand it is likely that there is not much spam, and the posts/discussions are matter-of-fact. In addition, there are numerous smaller groups dedicated for the specific class, some of them having 100+ members, but all of them being private of course. Of course, there is a general Facebook group for the faculty of law, the group has over 2800 members and has content and information posted on at least weekly, such as different events and workshops hosted by the faculty. I did not manage to find a LinkedIn group for the University of Tartu Law alumni's, but there is a general group for University of Tartu alumnis, with more than 420 members in it. Additionally, there is an official University of Tartu page with more than 38 000 followers.

When it comes to **TalTech**, the MTÜ Õigus has Facebook page which differs a bit from a Facebook group[5]. The page has almost 600 followers and since it is a page its content is public for everyone. The main content of the page - are the announcements for different events hosted by the TalTech Department of Law or by the MTÜ Õigus. And as it is common with the other schools there are specific smaller groups for the given specific classes. When it comes to the Linkedin, there is an "Õigus Alumni (Tallinn Law School)" with over 170 members in it and it created for among other things: "to encourage to connect with your fellow alumni and build your professional network." And naturally there is an official Linkedin TalTech page with more than 18 000 followers.

Thirdly the University of Helsinki, there is a Facebook group called "Pykälän alumnit ry" which according to its description is created for University of Helsinki Faculty of Law alumnis "in order to offer a channel through which to effortlessly maintain the friendships created during the studying and to promote wider networking between the different generation of lawyers." The group has almost 200 members. Additionally, there is a general page for the Faculty of Law with about 2800 followers. The official page of University of Helsinki in LinkedIn has more than 136 000 followers with articles and events posted daily. Additionally, there is a smaller affiliate page for Helsinki Alumnis with about 440 followers. As for the University of Turku, there is a group for Senilex ry, but it has only five members. Same goes for the Linkedin where there is a Senilex ry group, although with more members - 150. Additionally, there is a general group for the alumnis of the University. Naturally there is an official page for the University with more than 45 000 followers.

Finally, the University of Lapland, despite using more than 20 different combinations of keywords I did not manage to find a Facebook group dedicated to the alumnis of the given University. There is a general Facebook page dedicated to the Faculty of Law and another general page for the whole University. The general Linkedin page of the University of Lapland has more than 14 000 followers.

Conclusion

After examining the alumni networks - the Helsinki University stands out with its dedicated alumni web portal. It is probably due to the fact that the University of Helsinki is clearly the largest of the group in question hence it has the most alumnis and of course it has the most financial resources to organize project with this kind of magnitude. When it comes to the alumni network of the Faculty of Law, then the University of Turku with its non-profit organization Senilex Ry, takes the pole position. Although the presence of social media platforms

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[5] Facebook page vs group comparison is like comparing the front and back yard of a house. The front yard of a house is like a Facebook page, it is a message to whoever passes by. It tells you important details like who the house belongs to, the address, etc. The backyard, however, is where you invite your close friends and family for parties and picnics and spend time chatting with them. You patiently decide what food you're going to serve, what kind of music you want to have, and who do you want to call - https://invideo.io/blog/facebook-page-vs-group/

like LinkedIn can pretty much replace the need for a standalone website/portal. It is highly likely that a very high percentage of the individuals who are interested in networking in the field of law, are already members of LinkedIn and it is even more and more evident by every new fresh class of new legal students. In addition, you have to add the fact that your potential employer can recruit you straight through LinkedIn, where all the relevant data about your studies and work experience is readily available for them. For example, at the moment of writing this review, there are more than 230 jobs with the keyword "legal" available in Finland, and more than 140 jobs in Estonia with the same keyword. When it comes to the developing alumni network of TLÜ the most cost effective way would be to focus on developing and keeping up an active LinkedIn community. It might need to be assigned a coordinator by the University side, but it in my opinion it is more effective, as TLÜ:s resources are probably limited.

2. Surveys

Fists survey draft (not communicated but partly as basis for the final survey)

https://fi.surveymonkey.com/r/NL9BMK2

Alumni Engagement and Networking Project

The aim and purpose of the project

The aim of this survey is to collect information from the alumni network about their experience at TLU, as well as internship and life after TLU. The aim is also to gain more knowledge about masters programmes and employment after studies. This project provides beneficial information to the current and future students at TLU by helping to decide on their paths after graduation.

1. When did you graduate from TLU?

2. Were you satisfied with the TLU BA Law programme?

◯ Yes

◯ No

Why?

3. What would you change in the TLU BA Law programme if you could?

4. Where did you do your internship during BA studies?

5. How did the application process go - did you find it easy or challenging?

6. Did you enjoy it and did the internship create future opportunities for you?

7. Did you apply for a Master's degree after graduating from TLU?

◯ Yes

◯ No

18

If yes, were you accepted?

8. Where did you complete your Master's and were you satisfied with it - would you recommend it?

9. Are you currently working?

⚪ Yes

⚪ No

If yes, where are you working? Please specify in your answer:

How long did it take you to get the job?

What is your salary?

Do you work in a legal field?

Do you work in Finland, Estonia or somewhere else?

Has your BA Law degree been useful in work-life?

Are you part of a bar association?

10. Thank you for taking the time to answer these questions! Anything else you would like to add?

Finish

Survey as communicated

https://forms.gle/6W4pfv1ycyAM59gc9

TLU English language BA Law Alumni Survey

As part of LIFE project, we are creating law curricula alumni network not only collect useful and beneficial information, but also to create the networking possible. We want to connect the Community! Please, fill out the survey and help us to obtain the necessary data!

We are collecting this information to provide analytical data to Tallinn University as well as current and potential students to successfully complete the curricula requirements and gain knowledge about possible master's level studies and employment opportunities.

While personal data obtained is intended to be used to establish an alumni network and employed by providing communication possible, other data obtained by survey will be anonymised for converting information into statistics and explanatory information so that individuals cannot be identified. This data will be made available in the communication channels established as part of LIFE project.

darta.dindune@gmail.com (not shared) Switch account   Draft restored

When did you graduate from TLU?

Your answer

Which country you are from?

Your answer

In which campus did you study?

○ Tallinn

○ Helsinki

Did you complete you studies in 3 years?

○ Yes

○ No

If no, what was the reason for not completing you studies in 3 years?

- [ ] Work
- [ ] Did not fulfil the curricula requirements
- [ ] Health problems
- [ ] Lack of interest
- [ ] Personal / family reasons
- [ ] Other: _____

Were you satisfied with the study program?

- ( ) Yes
- ( ) No

What was positive in the study program?

- [ ] Professors
- [ ] Study councillors
- [ ] Arrangement of studies
- [ ] Variety of courses
- [ ] Learning methods
- [ ] Flexibility
- [ ] Knowledge gained
- [ ] Carer possibilities after graduating
- [ ] Connections made
- [ ] Assistance
- [ ] Amount of the tuition fee
- [ ] Other: _____

What you didn't like about the study program?

- [ ] Professors
- [ ] Study councillors
- [ ] Arrangement of studies
- [ ] Variety of courses
- [ ] Learning methods
- [ ] Flexibility
- [ ] Knowledge gained
- [ ] Carer possibilities after graduating
- [ ] Connections made
- [ ] Assistance
- [ ] Amount of the tuition fee
- [ ] Other:

While studying, I ...

- [ ] paid the full amount of tuition fee
- [ ] received discount for tuition fee
- [ ] received scholarship
- [ ] participated in exchange program

What should be changed in the study program?

Your answer

Would you suggest TLU BA law programme to others?

○ Yes

○ No

○ Maybe

Why?

Your answer

Next   Clear form

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Google Forms

TLU English language BA Law Alumni Survey

Internship during studies in TLU

In which year of your studies did you complete practical training?

○ First year

○ Second year

○ Third year

○ In summer after the first year

○ In summer after the second year

○ Other: _____

How did you find an internship place?

○ I sent applications to companies and was selected

○ I was recommended by TLU personnel

○ Through personal connections / recommendations

○ Other: _____

In scale from 1 to 5, how hard was it to find an internship place?

	1	2	3	4	5	
Very easy	○	○	○	○	○	Very hard

How much time did it take to find an internship place?

- ○ immediately after first contact
- ○ less than 1 month
- ○ 1-2 months
- ○ 3-4 months
- ○ almost half a year
- ○ more than half a year
- ○ more than 1 year

For how long did you wait to begin your internship after you were given a place?

- ○ started within a week
- ○ started within a month
- ○ 2-3 months
- ○ 4-5 months
- ○ 6 months
- ○ more than 6 months
- ○ 1 year
- ○ more than 1 year

Were did you do your internship?

○ Law firm

○ Company other than law firm

○ Court

○ Government organisation

○ Non-profit organisation

○ Embassy

○ Under supervision of practicing lawyer

○ Other: _____

What was the name of your internship place?

Your answer

In which country did you do your internship?

Your answer

Did you have a paid internship?

○ Yes

○ No

Were you offered possibility to continue working after completing the internship?

○ Yes

○ No

Back   Next   Clear form

TLU English language BA Law Alumni Survey

Studies in Master's level

Did you continue to study in a master's of law programme after graduating from TLU?

○ Yes

○ No

Where did you apply?

Your answer

Were you accepted to a master's of law program?

○ Yes

○ No

If yes, did you study in the master's of law program?

○ Yes

○ No

Where did you study in a master's of law program?

Your answer

Why did you choose this master's of law program?

Your answer

How much did studies in the master's of law program cost?

○ less than 1000 euro per semester

○ between 1-2 thousand euro per semester

○ 3-4 thousand euro per semester

○ 4-5 thousand euro per semester

○ more than 5 thousand euro per semester

○ studies were free of charge

○ I was granted scholarship and did not have to pay tuition fee

Did you graduate from the master's of law program and do you hold a master's degree in law?

○ Yes

○ No

○ Maybe

○ I am currently studying in master's law programme

How much time you spent studying in master's program?

○ 1 year

○ between 1-2 years

○ 2 years

○ more than 2 years

Would you recommend others the master's programme you chose?

○ Yes

○ No

○ Maybe

Why?

Your answer

Did you continue to doctoral level studies?

○ Yes

○ No

○ I will apply

○ I am considering applying

○ I applied but was not admitted

Back   Next   Clear form

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TLU English language BA Law Alumni Survey

Work experience

Are you currently working?

○ Yes

○ No

Are you currently working in legal field?

○ Yes

○ No

If no, in which field are you working?

Your answer

If yes, in which country are you working?

Your answer

If yes, in what company / organisation / institution / etc. are you working?

Your answer

Would your organisation be interested to take interns from the TLU BA law programme?

○ Yes

○ No

○ Maybe

If yes, who should be contacted?

Your answer

How long have you been working in the legal field?

○ less than 1 year

○ 1-2 years

○ 2-3 years

○ 3-5 years

○ more than 5 years

When did you start working in the legal field?

○ already while studying BA in TLU

○ after graduating from TLU

○ only while studying in master's program

○ only after graduating from master's program

How long time did it take to find a job in the legal field?

○ less than 1 month

○ 1-6 months

○ 6-12 months

○ more than a year

○ I continued to work after my internship

○ I am still looking for a job in legal field

How much is your salary?

○ less than 2 thousand euros per month

○ 2-3 thousand euros per month

○ 3-4 thousand euros per month

○ 4-5 thousand euros per month

○ 5-6 thousand euros per month

○ 6-7 thousand euros per month

○ 7-8 thousand euros per month

○ 8-9 thousand euros per month

○ 9-10 thousand euros per month

○ 10-15 thousand euros per month

○ 15-20 thousand euros per month

○ 20-25 thousand euros per month

○ 25-30 thousand euros per month

○ more than 30 thousand euros per month

○ Other: _____

Are you a member of a bar association?

○ Yes

○ No

○ I am considering to become a member

Which bar association you are member of?

Your answer

Did you pass the bar exam the first time?

○ Yes

○ No

Contact information

What's your name and how can we contact you?

Your answer

By submitting the survey you agree to our Privacy Policy
https://www.termsfeed.com/live/8c76cbd9-5f3f-4044-bf35-56a8286ab0cd

Back   **Submit**   Clear form

Privacy Policy

https://www.termsfeed.com/live/8c76cbd9-5f3f-4044-bf35-56a8286ab0cd

Privacy Policy

Last updated: April 20, 2022

This Privacy Policy describes Our policies and procedures on the collection, use and disclosure of Your information when You use the Service and tells You about Your privacy rights and how the law protects You.

We use Your Personal data to provide and improve the Service. By using the Service, You agree to the collection and use of information in accordance with this Privacy Policy. This Privacy Policy has been created with the help of the Privacy Policy Generator.

Interpretation and Definitions

Interpretation

The words of which the initial letter is capitalized have meanings defined under the following conditions. The following definitions shall have the same meaning regardless of whether they appear in singular or in plural.

Definitions

For the purposes of this Privacy Policy:

- **Account** means a unique account created for You to access our Service or parts of our Service.

- **Company** (referred to as either "the Company", "We", "Us" or "Our" in this Agreement) refers to Tallinn University, Narva mnt 25, 10120 Tallinn.

- **Cookies** are small files that are placed on Your computer, mobile device or any other device by a website, containing the details of Your browsing history on that website among its many uses.

- **Country** refers to: Finland

- **Device** means any device that can access the Service such as a computer, a cellphone or a digital tablet.

- **Personal Data** is any information that relates to an identified or identifiable individual.

- **Service** refers to the Website.

- **Service Provider** means any natural or legal person who processes the data on behalf of the Company. It refers to third-party companies or individuals employed by the Company to facilitate the Service, to provide the Service on behalf of the Company, to perform services related to the Service or to assist the Company in analyzing how the Service is used.

- **Usage Data** refers to data collected automatically, either generated by the use of the Service or from the Service infrastructure itself (for example, the duration of a page visit).

- **Website** refers to TLU English language BA Law Alumni Survey, accessible from https://docs.google.com/forms/d/1rFv9JF5moW1kx2E--ksMbWZdzNpoTtkflFqWgf0Af-U/edit

- **You** means the individual accessing or using the Service, or the company, or other legal entity on behalf of which such individual is accessing or using the Service, as applicable.

Collecting and Using Your Personal Data

Types of Data Collected

Personal Data

While using Our Service, We may ask You to provide Us with certain personally identifiable information that can be used to contact or identify You. Personally identifiable information may include, but is not limited to:

- Email address

- First name and last name

- Phone number

- Usage Data

Usage Data

Usage Data is collected automatically when using the Service.

Usage Data may include information such as Your Device's Internet Protocol address (e.g. IP address), browser type, browser version, the pages of our Service that You visit, the time and date of Your visit, the time spent on those pages, unique device identifiers and other diagnostic data.

When You access the Service by or through a mobile device, We may collect certain information automatically, including, but not limited to, the type of mobile device You use, Your mobile device unique ID, the IP address of Your mobile device, Your mobile operating system, the type of mobile Internet browser You use, unique device identifiers and other diagnostic data.

We may also collect information that Your browser sends whenever You visit our Service or when You access the Service by or through a mobile device.

Tracking Technologies and Cookies

We use Cookies and similar tracking technologies to track the activity on Our Service and store certain information. Tracking technologies used are beacons, tags, and scripts to collect and track information and to improve and analyze Our Service. The technologies We use may include:

- **Cookies or Browser Cookies.** A cookie is a small file placed on Your Device. You can instruct Your browser to refuse all Cookies or to indicate when a Cookie is being sent. However, if You do not accept Cookies, You may not be able to use some parts of our Service. Unless you have adjusted Your browser setting so that it will refuse Cookies, our Service may use Cookies.
- **Flash Cookies.** Certain features of our Service may use local stored objects (or Flash Cookies) to collect and store information about Your preferences or Your activity on our Service. Flash Cookies are not managed by the same browser settings as those used for Browser Cookies. For more information on how You can delete Flash Cookies, please read "Where can I change the settings for disabling, or deleting local shared objects?" available at https://helpx.adobe.com/flash-player/kb/disable-local-shared-objects-flash.html#main_Where_can_I_change_the_settings_for_disabling__or_deleting_local_shared_objects_
- **Web Beacons.** Certain sections of our Service and our emails may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit the Company, for example, to count users who have visited those pages or opened an email and for other related website statistics (for example, recording the popularity of a certain section and verifying system and server integrity).

Cookies can be "Persistent" or "Session" Cookies. Persistent Cookies remain on Your personal computer or mobile device when You go offline, while Session Cookies are deleted as soon as You close Your web browser. You can learn more about cookies here: Cookies by TermsFeed Generator.

We use both Session and Persistent Cookies for the purposes set out below:

- **Necessary / Essential Cookies**

  Type: Session Cookies

  Administered by: Us

  Purpose: These Cookies are essential to provide You with services available through the Website and to enable You to use some of its features. They help to authenticate users and prevent fraudulent use of user accounts. Without these Cookies, the services that You have asked for cannot be provided, and We only use these Cookies to provide You with those services.

- **Cookies Policy / Notice Acceptance Cookies**

  Type: Persistent Cookies

  Administered by: Us

  Purpose: These Cookies identify if users have accepted the use of cookies on the Website.

- **Functionality Cookies**

  Type: Persistent Cookies

  Administered by: Us

  Purpose: These Cookies allow us to remember choices You make when You use the Website, such as remembering your login details or language preference. The purpose of these Cookies is to provide You with a more personal experience and to avoid You having to re-enter your preferences every time You use the Website.

For more information about the cookies we use and your choices regarding cookies, please visit our Cookies Policy or the Cookies section of our Privacy Policy.

Use of Your Personal Data

The Company may use Personal Data for the following purposes:

- **To provide and maintain our Service**, including to monitor the usage of our Service.

- **To manage Your Account:** to manage Your registration as a user of the Service. The Personal Data You provide can give You access to different functionalities of the Service that are available to You as a registered user.

- **For the performance of a contract:** the development, compliance and undertaking of the purchase contract for the products, items or services You have purchased or of any other contract with Us through the Service.

- **To contact You:** To contact You by email, telephone calls, SMS, or other equivalent forms of electronic communication, such as a mobile application's push notifications regarding updates or informative communications related to the functionalities, products or contracted services, including the security updates, when necessary or reasonable for their implementation.

- **To provide You** with news, special offers and general information about other goods, services and events which we offer that are similar to those that you have already purchased or enquired about unless You have opted not to receive such information.

- **To manage Your requests:** To attend and manage Your requests to Us.

- **For business transfers:** We may use Your information to evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of Our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which Personal Data held by Us about our Service users is among the assets transferred.

- **For other purposes**: We may use Your information for other purposes, such as data analysis, identifying usage trends, determining the effectiveness of our promotional campaigns and to evaluate and improve our Service, products, services, marketing and your experience.

We may share Your personal information in the following situations:

- **With Service Providers:** We may share Your personal information with Service Providers to monitor and analyze the use of our Service, to contact You.
- **For business transfers:** We may share or transfer Your personal information in connection with, or during negotiations of, any merger, sale of Company assets, financing, or acquisition of all or a portion of Our business to another company.
- **With Affiliates:** We may share Your information with Our affiliates, in which case we will require those affiliates to honor this Privacy Policy. Affiliates include Our parent company and any other subsidiaries, joint venture partners or other companies that We control or that are under common control with Us.
- **With business partners:** We may share Your information with Our business partners to offer You certain products, services or promotions.
- **With other users:** when You share personal information or otherwise interact in the public areas with other users, such information may be viewed by all users and may be publicly distributed outside.
- **With Your consent**: We may disclose Your personal information for any other purpose with Your consent.

Retention of Your Personal Data

The Company will retain Your Personal Data only for as long as is necessary for the purposes set out in this Privacy Policy. We will retain and use Your Personal Data to the extent necessary to comply with our legal obligations (for example, if we are required to retain your data to comply with applicable laws), resolve disputes, and enforce our legal agreements and policies.

The Company will also retain Usage Data for internal analysis purposes. Usage Data is generally retained for a shorter period of time, except when this data is used to strengthen the security or to improve the functionality of Our Service, or We are legally obligated to retain this data for longer time periods.

Transfer of Your Personal Data

Your information, including Personal Data, is processed at the Company's operating offices and in any other places where the parties involved in the processing are located. It means that this information may be transferred to — and maintained on — computers located outside of Your state, province, country or other governmental jurisdiction where the data protection laws may differ than those from Your jurisdiction.

Your consent to this Privacy Policy followed by Your submission of such information represents Your agreement to that transfer.

The Company will take all steps reasonably necessary to ensure that Your data is treated securely and in accordance with this Privacy Policy and no transfer of Your Personal Data will take place to an organization or a country unless there are adequate controls in place including the security of Your data and other personal information.

Disclosure of Your Personal Data

Business Transactions

If the Company is involved in a merger, acquisition or asset sale, Your Personal Data may be transferred. We will provide notice before Your Personal Data is transferred and becomes subject to a different Privacy Policy.

Law enforcement

Under certain circumstances, the Company may be required to disclose Your Personal Data if required to do so by law or in response to valid requests by public authorities (e.g. a court or a government agency).

Other legal requirements

The Company may disclose Your Personal Data in the good faith belief that such action is necessary to:

- Comply with a legal obligation
- Protect and defend the rights or property of the Company
- Prevent or investigate possible wrongdoing in connection with the Service
- Protect the personal safety of Users of the Service or the public
- Protect against legal liability

Security of Your Personal Data

The security of Your Personal Data is important to Us, but remember that no method of transmission over the Internet, or method of electronic storage is 100% secure. While We strive to use commercially acceptable means to protect Your Personal Data, We cannot guarantee its absolute security.

Children's Privacy

Our Service does not address anyone under the age of 13. We do not knowingly collect personally identifiable information from anyone under the age of 13. If You are a parent or guardian and You are aware that Your child has provided Us with Personal Data, please contact Us. If We become aware that We have collected Personal Data from anyone under the age of 13 without verification of parental consent, We take steps to remove that information from Our servers.

If We need to rely on consent as a legal basis for processing Your information and Your country requires consent from a parent, We may require Your parent's consent before We collect and use that information.

Links to Other Websites

Our Service may contain links to other websites that are not operated by Us. If You click on a third party link, You will be directed to that third party's site. We strongly advise You to review the Privacy Policy of every site You visit.

We have no control over and assume no responsibility for the content, privacy policies or practices of any third party sites or services.

Changes to this Privacy Policy

We may update Our Privacy Policy from time to time. We will notify You of any changes by posting the new Privacy Policy on this page.

We will let You know via email and/or a prominent notice on Our Service, prior to the change becoming effective and update the "Last updated" date at the top of this Privacy Policy.

You are advised to review this Privacy Policy periodically for any changes. Changes to this Privacy Policy are effective when they are posted on this page.

Contact Us

If you have any questions about this Privacy Policy, You can contact us:

- By email: ak192902@tlu.ee

Results of the survey

288 students have received a bachelor's degree from the English language program (AKLB) from spring 2012 to autumn 2021. While the encourage to fill out the survey and participate was communicated to several platforms (Facebook, Instagram, LinkedIn) only 13 responses were received presenting quite inactive engagement. While it will be the work of participants that will continue this project to discover ways for reaching bigger portion of the target group, information available at the time of witing this report will be presented.

When did you graduate from TLU?

13 responses
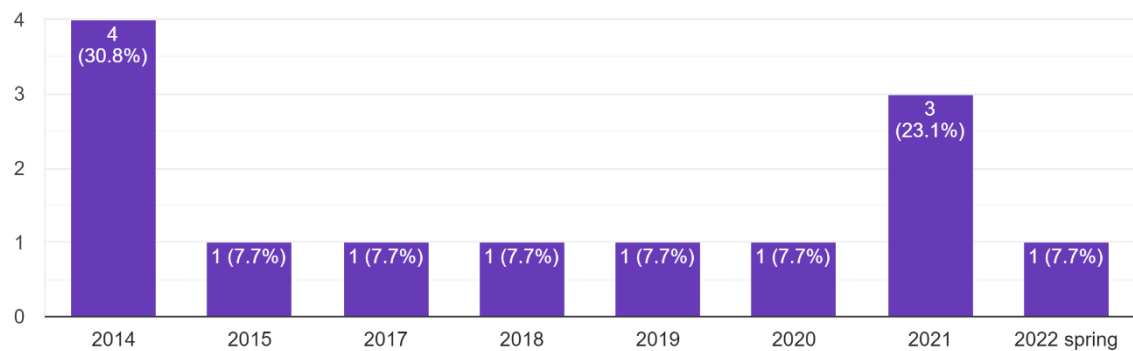
Which country you are from?

13 responses
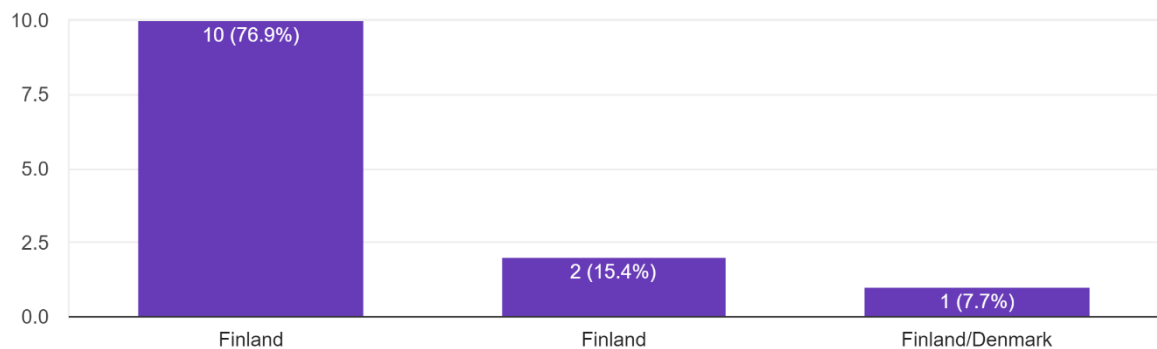
In which campus did you study?

13 responses

Tallinn
Helsinki

69.2%

30.8%
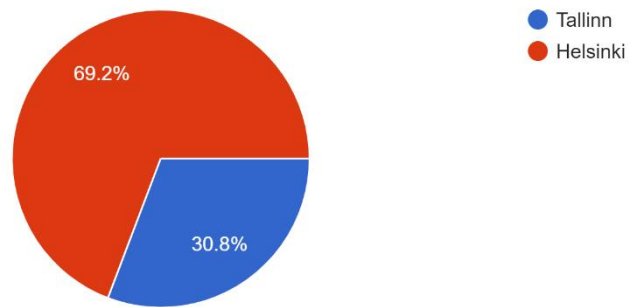
Did you complete you studies in 3 years?

13 responses
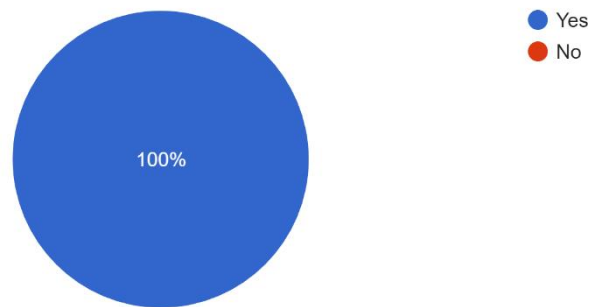
Yes
No

100%

Were you satisfied with the study program?

13 responses

Yes
No

15.4%

84.6%

What was positive in the study program?

13 responses

Category	Count
Professors	7 (53.8%)
Study councillors	2 (15.4%)
Arrangement of studies	3 (23.1%)
Variety of courses	3 (23.1%)
Learning methods	6 (46.2%)
Flexibility	8 (61.5%)
Knowledge gained	7 (53.8%)
Carer possibilities after graduat…	2 (15.4%)
Connections made	5 (38.5%)
Assistance	1 (7.7%)
Amount of the tuition fee	3 (23.1%)
The pathway onto better and bi…	1 (7.7%)
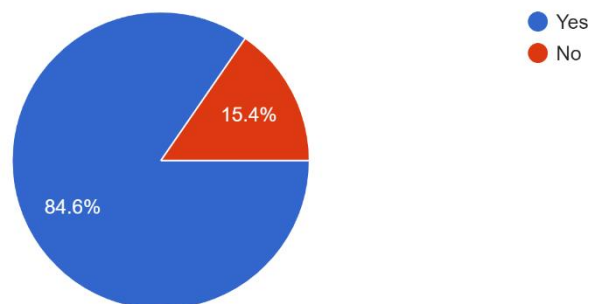
*The pathway to better and bigger things
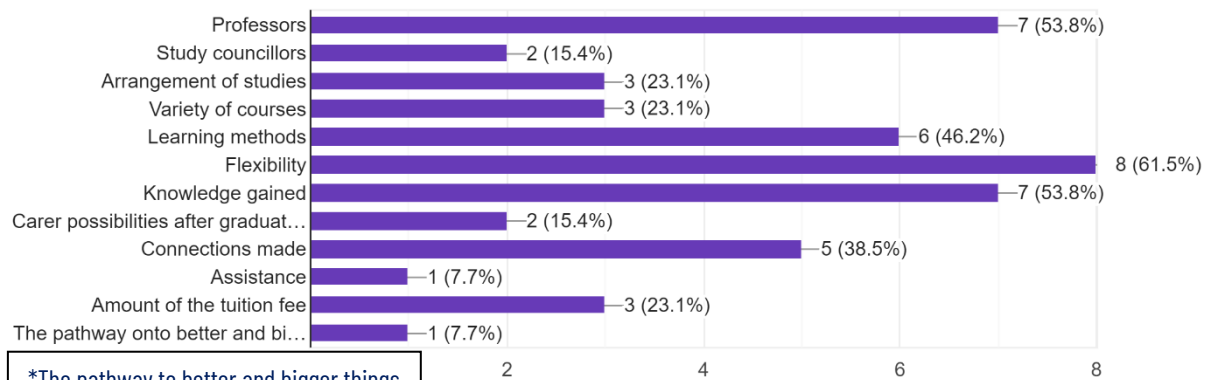
What you didn't like about the study program?

12 responses

Category	Count
Professors	3 (25%)
Study councillors	11 (91.7%)
Arrangement of studies	5 (41.7%)
Variety of courses	3 (25%)
Learning methods	2 (16.7%)
Flexibility	0 (0%)
Knowledge gained	0 (0%)
Carer possibilities after graduat…	4 (33.3%)
Connections made	2 (16.7%)
Assistance	3 (25%)
Amount of the tuition fee	4 (33.3%)
Study councilors/secretaries di…	1 (8.3%)

*Study councillors/secretaries did their utmost to not let

While studying, I …

13 responses

Category	Count
paid the full amount of tuition fee	13 (100%)
received discount for tuition fee	0 (0%)
received scholarship	0 (0%)
participated in exchange program	0 (0%)
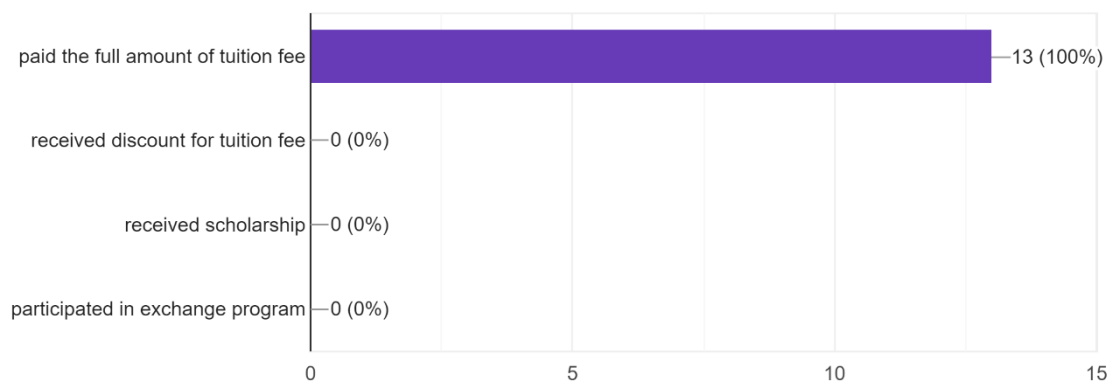
What should be changed in the study program?

6 responses

Instead of LIFE course there should be psychology course for Law Students.

More modern courses and make passing harder in general to raise the standard.

Study councellors, some irrelevant courses, not so much bureaucracy.

More variety in courses, more connections with other jniversities inside and outside of the EU, concentration on innovation, innovative legal fields and legal tech.

Some of the professors were almost incomprehensible, possibly due to language issues. Some professors were really good language wise and knowledge wise. Thus, the quality of teaching was not consistent and the university should pay more attention to that issue.

-

Would you suggest TLU BA law programme to others?

13 responses

- Yes
- No
- Maybe

46.2%
15.4%
38.5%
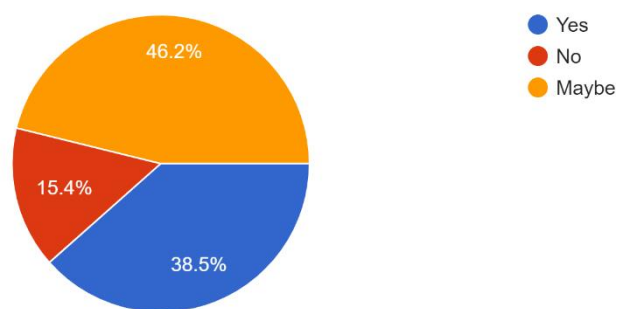
Why?

5 responses

Depends what their situation is and what their future goals are

High quality of professors!

Depends on what you are looking for :D

It gave me what I wanted, a degree and possibility to continue my studies in master levels.

I got knowledge and research skills in the BA program which allowed me to apply and succeed in a very demanding LLM program in a highly acknowledged European university.

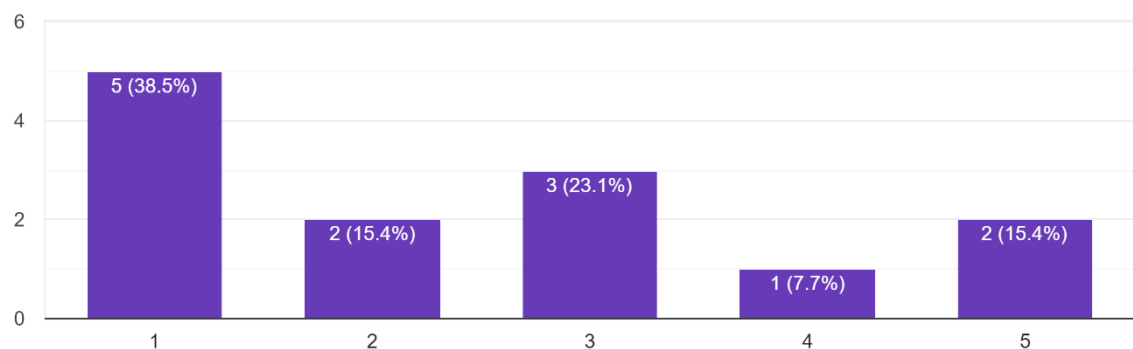## In which year of your studies did you complete practical training?
13 responses
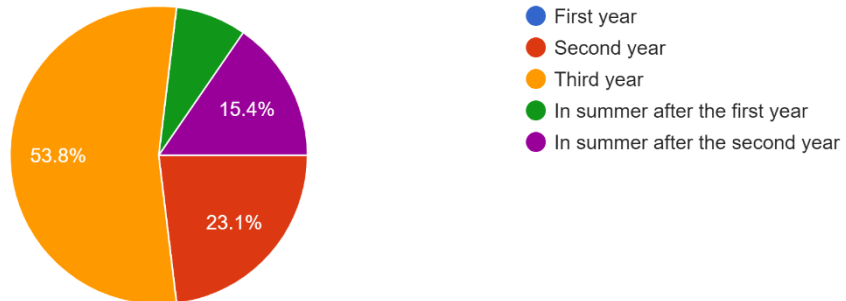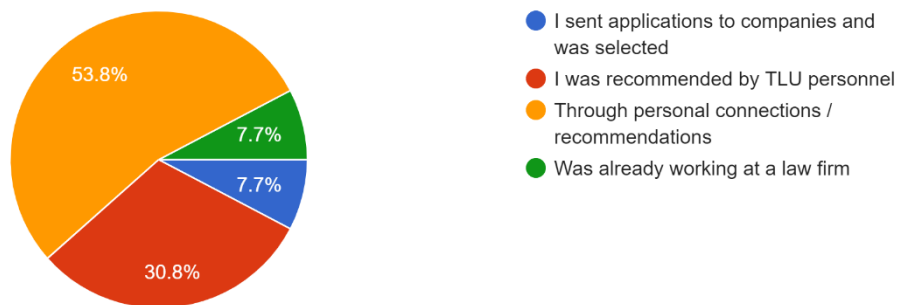
- First year
- Second year
- Third year
- In summer after the first year
- In summer after the second year

53.8%
15.4%
23.1%

How did you find an internship place?
13 responses

- I sent applications to companies and was selected
- I was recommended by TLU personnel
- Through personal connections / recommendations
- Was already working at a law firm

53.8%
7.7%
7.7%
30.8%

In scale from 1 to 5, how hard was it to find an internship place?
13 responses

5 (38.5%)
2 (15.4%)
3 (23.1%)
1 (7.7%)
2 (15.4%)

How much time did it take to find an internship place?

13 responses

- immediately after first contact
- less than 1 month
- 1-2 months
- 3-4 months
- almost half a year
- more than half a year
- more than 1 year
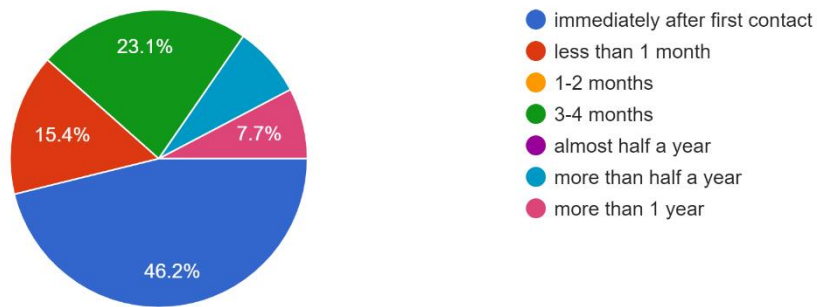
For how long did you wait to begin your internship after you were given a place?

12 responses
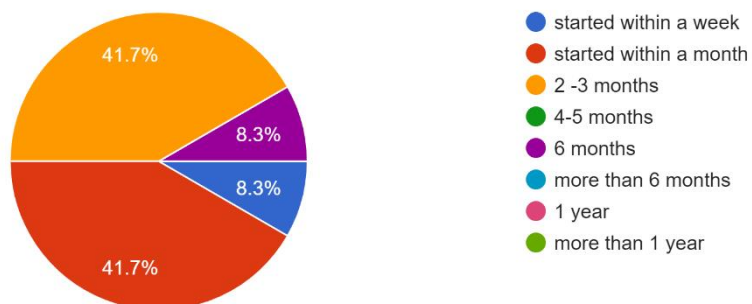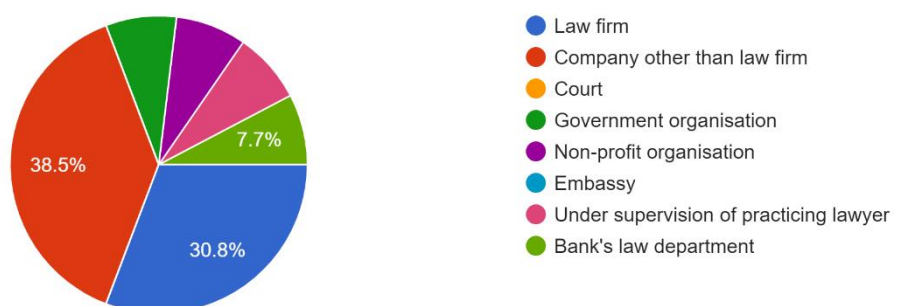
- started within a week
- started within a month
- 2 -3 months
- 4-5 months
- 6 months
- more than 6 months
- 1 year
- more than 1 year

Were did you do your internship?

13 responses

- Law firm
- Company other than law firm
- Court
- Government organisation
- Non-profit organisation
- Embassy
- Under supervision of practicing lawyer
- Bank's law department

- internship places list
- Pasi Hyvämäki
- Intelometry Inc
- Advice
- Kynnys ry
- Sjlaw
- Mia Kavasto
- OP Financial Group

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- Bayer Nordic
- Fondia Oyj
- Enforcement office

In which country did you do your internship?
12 responses

Country	Responses
Estonia	2 (16.7%)
Fin	1 (8.3%)
Finland	6 (50%)
Finland	2 (16.7%)
Finland and partially S… (and partly Sweden)	1 (8.3%)
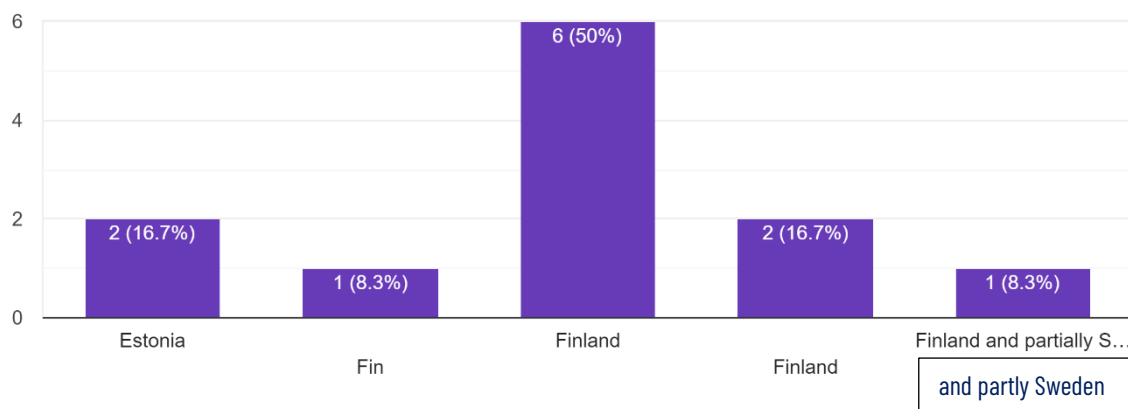
Did you have a paid internship?
13 responses

- Yes
- No

61.5% No
38.5% Yes
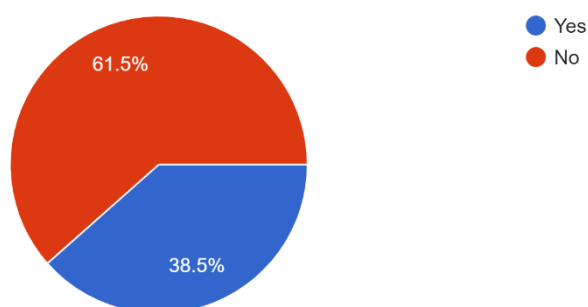
Were you offered possibility to continue working after completing the internship?
13 responses
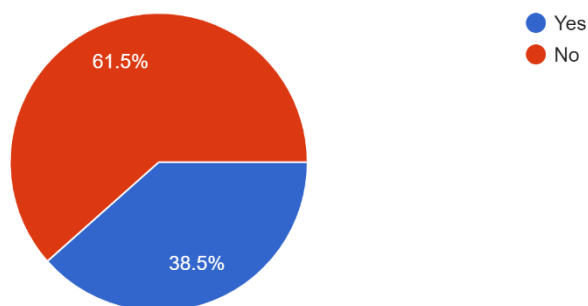
- Yes
- No

61.5% No
38.5% Yes

Studies in Master's level

Did you continue to study in a master's of law programme after graduating from TLU?
13 responses

- Yes
- No

92.3%

7.7%
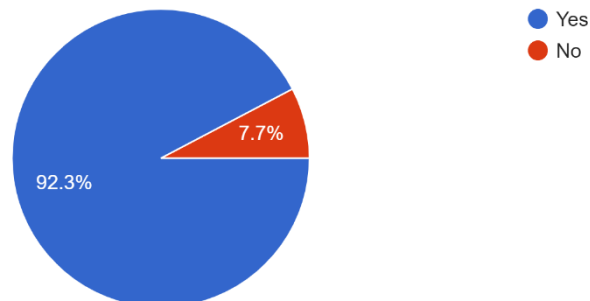
Where did you apply? 12 responses

Maastricht University
University College London, LSE, Kings college, Edinburgh university
University of Manchester
Leiden university, Helsinki university
Netherlands
Helsinki uni, university college London
Stockholm University and also Finnish Universities
Stockholm University
Tilburg University, groningen University, Turku University
QMUL, University of Edinburgh, Kings College, University of Glasgow, Tilburg University
Helsinki university
Lund Uppsala Glasgow Nottingham etc

Were you accepted to a master's of law program?
13 responses

- Yes
- No

92.3%

7.7%
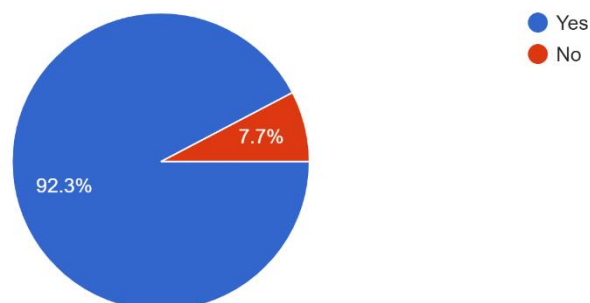
If yes, did you study in the master's of law program?

12 responses
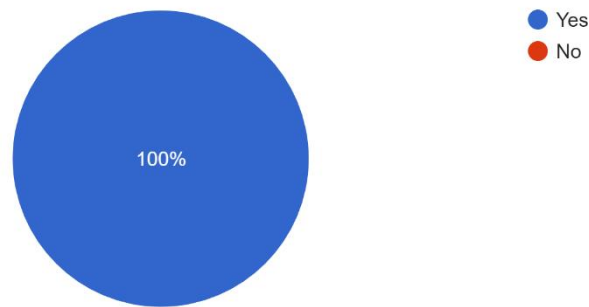
- ● Yes
- ● No

100%

- ● **Masters of law programs list**
- ● Maastricht University
- ● University College London
- ● University of Manchester
- ● Leiden university, the Netherlands
- ● Helsinki
- ● Stockholm University
- ● Tilburg University
- ● Tilburg University
- ● Helsinki university
- ● Glasgow

Why did you choose this master's of law program?

9 responses

International program of wide range of international law that guides the path to jobs at the international institutions or courts.

Ranked in the top 10 universities in the world, large variety of courses and well known professors

A recommendation from a friend, appeared to be a quality degree and university

Interesting

Convenient

It is hard to get in and it is highly valued program with good employment possibilities
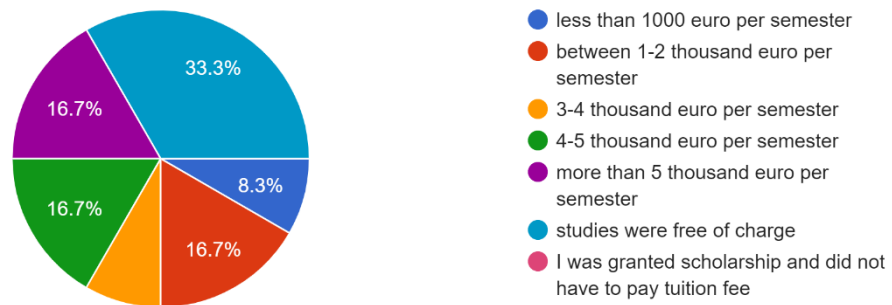
I was interested in the llm focus of Law and Technology

It was modern and focused on tech law

Price, quality, location

51

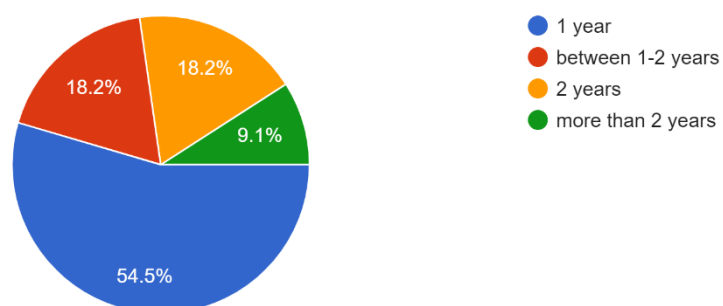How much did studies in the master's of law program cost?

12 responses

- less than 1000 euro per semester
- between 1-2 thousand euro per semester
- 3-4 thousand euro per semester
- 4-5 thousand euro per semester
- more than 5 thousand euro per semester
- studies were free of charge
- I was granted scholarship and did not have to pay tuition fee

33.3%
16.7%
16.7%
16.7%
8.3%

Did you graduate from the master's of law program and do you hold a master's degree in law?

12 responses

- Yes
- No
- Maybe
- I am currently studying in master's law programme

33.3%
66.7%
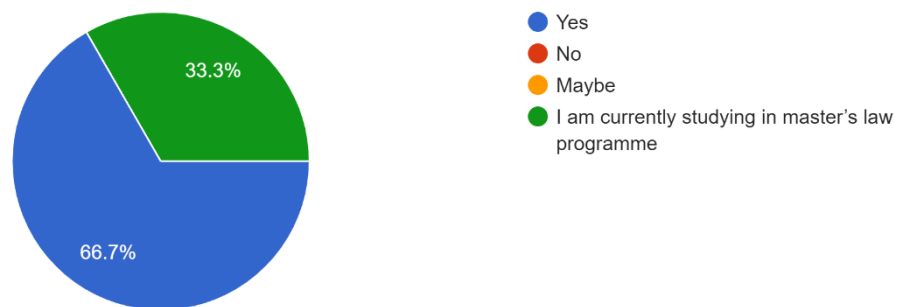
How much time you spent studying in master's program?

11 responses

- 1 year
- between 1-2 years
- 2 years
- more than 2 years

18.2%
18.2%
9.1%
54.5%

Would you recommend others the master's programme you chose?

12 responses

- Yes
- No
- Maybe

91.7%

8.3%
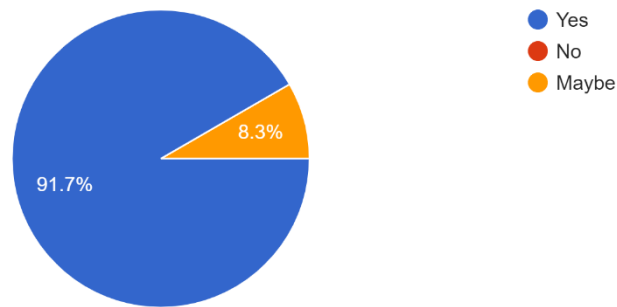
Why?

5 responses

It provides a wide range of international studies in law.

Ranked in the top 10 universities in the world, large variety of courses and well known professors And the networks I gained through the program
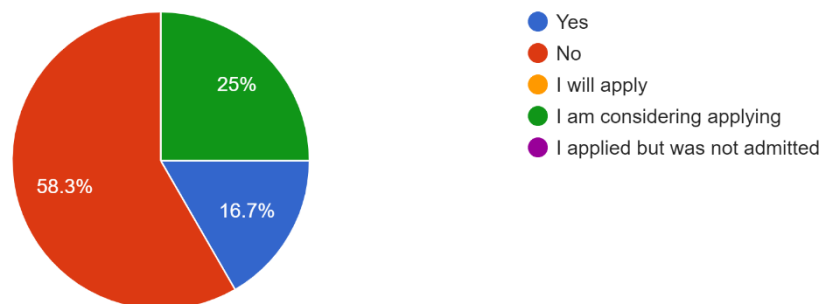
Quality of the program and teaching is good, it has a general focus which is good since I did not have a really specific area I wanted to focus on.

Starting my studies in August 2022

Just a great program and university
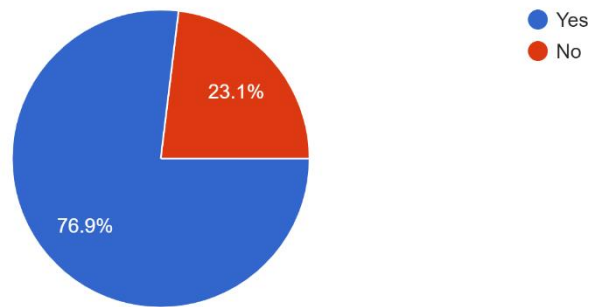
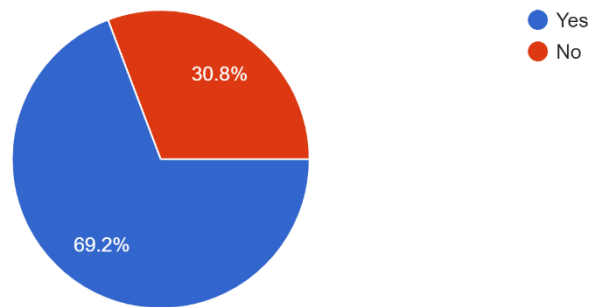## Did you continue to doctoral level studies?

12 responses

- Yes
- No
- I will apply
- I am considering applying
- I applied but was not admitted

25%

58.3%

16.7%

Work experience

Are you currently working?

13 responses

- ● Yes
- ● No

23.1%

76.9%

Are you currently working in legal field?

13 responses

- ● Yes
- ● No

30.8%

69.2%

If no, in which field are you working?

2 responses

Full time student.
Data protection

If yes, in which country are you working?
10 responses

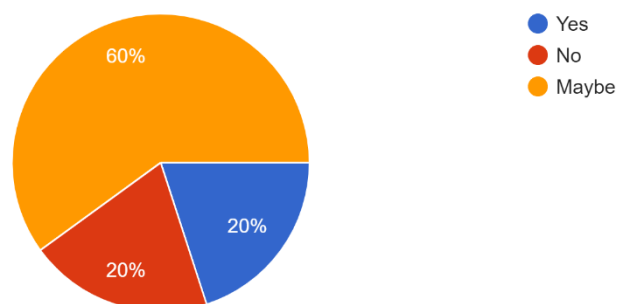|	
Denmark	1 (10%)
Finland	5 (50%)
Finland	3 (30%)
In-house Legal Counsel	1 (10%)
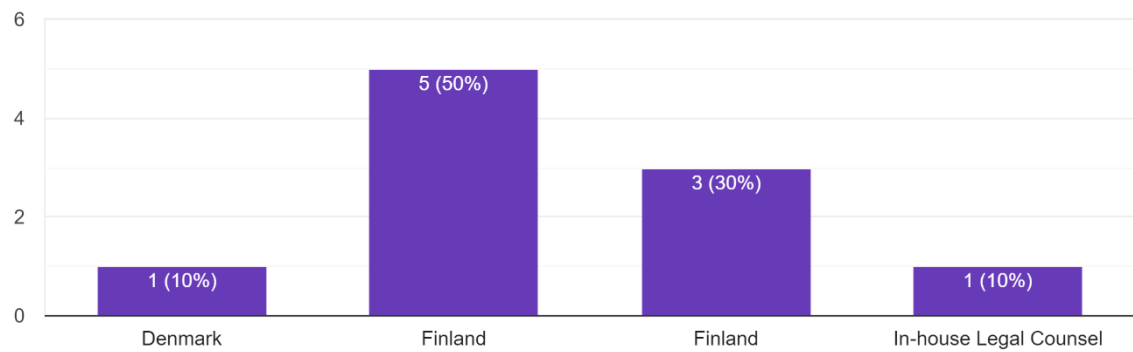
If yes, in what company / organisation / institution / etc. are you working?
9 responses

Government

Sanoma Oyj

LexKallio

OP Financial Group

Moosedog Oy

Veikkaus
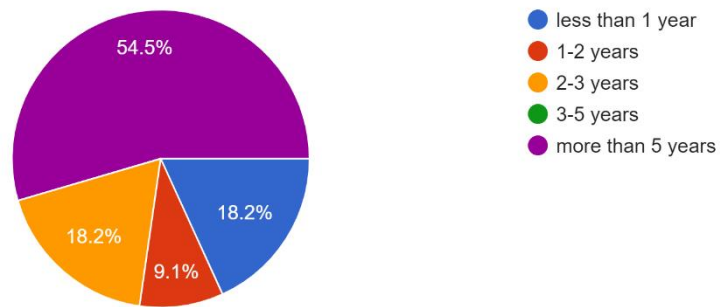
Finnish immigration service

Group of IT companies

Would your organisation be interested to take interns from the TLU BA law programme?
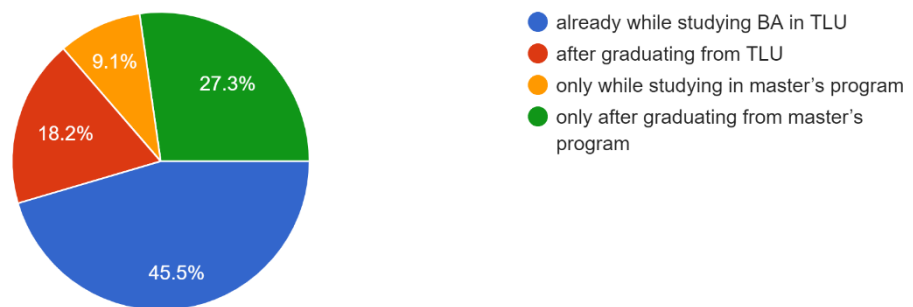10 responses

- Yes
- No
- Maybe

60%

20%

20%

How long have you been working in the legal field?
11 responses

- less than 1 year
- 1-2 years
- 2-3 years
- 3-5 years
- more than 5 years

54.5%
18.2%
9.1%
18.2%

When did you start working in the legal field?
11 responses

- already while studying BA in TLU
- after graduating from TLU
- only while studying in master's program
- only after graduating from master's program

9.1%
18.2%
27.3%
45.5%

How long time did it take to find a job in the legal field?
12 responses

- less than 1 month
- 1-6 months
- 6-12 months
- more than a year
- I continued to work after my internship
- I am still looking for a job in legal field

25%
8.3%
16.7%
16.7%
16.7%
16.7%
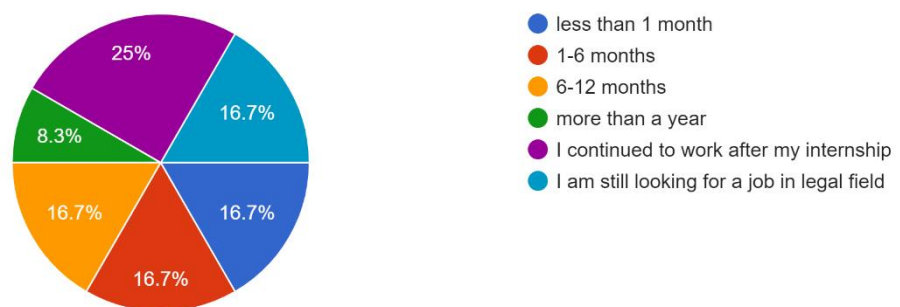
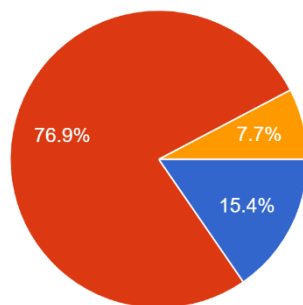## How much is your salary?

9 responses
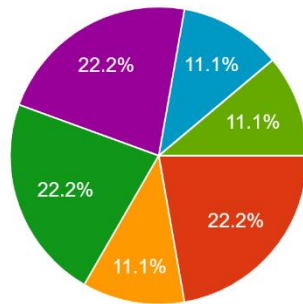
- ● less than 2 thousand euros per month
- ● 2-3 thousand euros per month
- ● 3-4 thousand euros per month
- ● 4-5 thousand euros per month
- ● 5-6 thousand euros per month
- ● 6-7 thousand euros per month
- ● 7-8 thousand euros per month
- ● 8-9 thousand euros per month

△ 1/2 ▼

Are you a member of a bar association?

13 responses

- ● Yes
- ● No
- ● I am considering to become a member

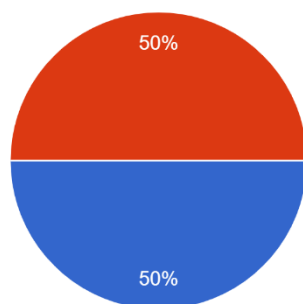## Which bar association you are member of?

2 responses

Lakimiesliitto
Fi

Did you pass the bar exam the first time?

2 responses

- ● Yes
- ● No

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contact lists

- Tuulia Alopaeus and by email tuulia.alopaeus@gmail.com
- Juuso Turtiainen (j.turtiainen89@gmail.com)
- Jutta Karsikas, jutta.karsikas@lexkallio.fi
- Hanna Sirkiä, hanna.sirkiae@gmail.com
- Aliisa Siivonen aliisa.siivonen@gmail.com +358407739650
- Kalle Nummelin, LinkedIn

Masters of law programs list

- Maastricht University
- University College London
- University of Manchester
- Leiden university, the Netherlands
- Helsinki
- Stockholm University
- Tilburg University
- Tilburg University
- Helsinki university
- Glasgow

Internship places list

- Pasi Hyvämäki
- Intelometry Inc
- Advice
- Kynnys ry
- Sjlaw
- Mia Kavasto
- OP Financial Group
- Bayer Nordic
- Fondia Oyj
- Enforcement office

2. Project Action Plan

Tasks	Deadline	Student(s) responsible
Creating team communication channels – Law group	25.03	Dārta, Tuulia, Elias, Martin, Keren, Georg
Creating team communication channels – Social Sciences group	30.03	Sirisopa
Agreeing on group tasks – Law group	28.03	Dārta, Tuulia, Elias, Martin, Keren, Georg
Choosing the theme for research – Law group	28.03	Elias, Keren, Martin, Georg, Tuulia
Choosing the team leaders - Social Sciences group	30.03	Sofia, Sirisopa, Henriikka
Creating the action plan – Law group	4.04	Dārta
Creating the action plan – Social Sciences group	4.04	Sofia, Sirisopa, Henriikka, Linda, Ajdina, Rea, Tuuli
Research – Law group GDPR – Keren, Elias Data collection and privacy issues when making questionaries – Tuulia Theoretical literature applicable to the subject – Georg What other universities have done to make and maintain the alumni network - Martin	28.03 – 11.04	Elias, Keren, Martin, Georg, Tuulia
Producing the questions for the questionnaire – Social Sciences group	8.04	Tuuli, Sirisopa, Henriikka
Creating the questionary – Social Sciences group	8.04	Ajdina, Sofia, Rea
Research on social sciences - Social Sciences group	12.04	Sofia, Sirisopa, Henriikka, Linda, Ajdina, Rea, Tuuli
Mid-term report – Law group	11.04	Dārta
Completing mid-term report after discussing it with team members and supervisor – Law group	11.04	Everyone, Dārta
Completing mid-term report - Social Sciences group	12.04	Sofia, Sirisopa, Henriikka, Linda, Ajdina, Rea, Tuuli

Mid-term evaluation/feedback session	18.04	Everyone
Making survey – fixing the questionary prepared by the Social Sciences group so it meets the necessary requirements and correspond to the feedback received in the mid-term session	20.04	Dārta
Making privacy policy annexed to the survey	20.04	Dārta
Contacting admins of existing networks to agree on providing the survey on their channels	25.04	Tuulia, Dārta, Ajdina
Communicating the survey	29.04	Dārta, Ajdina
Completing research – Law group	17.05	Elias, Keren, Martin, Georg, Tuulia
Interpreting and classifying the results of the questionary – Law group	19.05	Dārta
Visualisation and communication of results	19.05	Dārta
Submitting self-reflective reports	16.05	Everyone
Project report	3 days before the final presentation	Linda
Making the portfolio and completing it, adding all the necessary information	20.05	Dārta
Final presentation	20.05	Dārta

3. Media Coverage

The link of the survey has been shared in several social media channels such as Facebook and Instagram and LinkedIn. For the networking to be possible as well as for the communication of results TLU Law Alumni Facebook page has been created https://www.facebook.com/TLUlawAlumni Several posts have been created to inform both about the survey and results of the survey.

Dear TLU English language BA Law Alumni,

if you still haven't, please, take a couple of minutes and fill out the TLU English language BA Law Alumni Survey created as a part of this year's TLU LIFE project. https://forms.gle/HzFU1yJ7jaeyf7SZ7

By answering the questions, you will help to create data useful for current and potential students of the programme to successfully complete the curricula requirements and gain knowledge about possible internship options, master's level studies and employment opportunities.

And after all, wouldn't it be also interesting for alumni to see the results themselves? It is expected to finalise the answers received by the end of this month and I will gladly share them with you!

Once again, this is the link to the survey 😊
https://forms.gle/HzFU1yJ7jaeyf7SZ7

We are collecting this information to provide analytical data to Tallinn University as well as current and potential students to successfully complete the curricula requirements and gain knowledge about possible master's level studies and employment opportunities.

While personal data obtained is intended to be used to establish an alumni network and employed by providing communication possible, other data obtained by survey will be anonymised for converting information into statistics and explanatory information so that individuals cannot be identified. This data will be made available in the communication channels established as part of LIFE project.
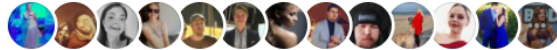
⚬▥⚬ TLU LAW
ALUMNI

DOCS.GOOGLE.COM
TLU English language BA Law Alumni Survey
As part of LIFE project, we are creating law curricula alumni networ...

TLU Law International Alumni Society

🔒 Private group · 83 members

👤👤👤👤👤👤👤👤👤👤👤👤👤👤👤

👥 Joined ▼   + Invite   ⌄

| About | **Discussion** | Rooms | Topics | Members | Events | Media | Files | 🔍 | ⋯ |

👤 Write something...

🖼️ Photo/video   📹 Room

Newest Activity ▼

👤 **Dārta Dindune**   ⋯
   May 9 at 4:43 PM · 🌐

Dear All,

if you still haven't, please, take a couple of minutes and fill out the TLU English language BA Law Alumni Survey created as a part of this year's TLU LIFE project. https://forms.gle/HzFU1yJ7jaeyf7SZ7

By answering the questions, you will help to create data useful for current and potential students of the programme to successfully complete the curricula requirements and gain knowledge about possible internship options, master's level studies and employment opport... **See more**

About

Tallinn University Alumni network

Tallinnan yliopiston alumni-verkosto

🔒 **Private**
Only members can see who's in the group and what they post.

👁️ **Visible**
Anyone can find this group.

👥 **General**

Group by Primus Collegium Ry

TLU Law School in Helsinki- All Classes

🔒 Private group · 304 members

👤👤👤👤👤👤👤👤👤👤👤👤

👥 Joined ▼   + Invite   ⌄

| About | **Discussion** | Featured | Rooms | Topics | Members | Events | Media | Files | 🔍 | ⋯ |

Oskar Kleimola shared a link.
May 3 at 6:28 PM · 🌐

Dear Alumni,

Please fill out this survey that two of our 3rd-year students have as a part of their LIFE project. The students are creating a law curricula alumni network not only to collect useful and beneficial information but also to create the networking possible.

Here is the link for the survey!

DOCS.GOOGLE.COM
TLU English language BA Law Alumni Survey
As part of LIFE project, we are creating law curricula alumni network not only collect useful and beneficial information, but also to create th...

👍 6

👍 Like   💬 Comment   ⊘ Send

Write a comment...

Oikkarit Tallinnan yliopistossa Helsingissä

🔒 **Private**
Only members can see who's in the group and what they post.

👁 **Visible**
Anyone can find this group.

👥 **General**

TLU English language BA Law Alumni Survey

As part of LIFE project, we are creating law curricula alumni network not only collect useful and beneficial information, but also to create the networking possible. We want to connect the Community! Please, fill out the survey and help us to obtain the necessary data!

We are collecting this information to provide analytical data to Tallinn University as well as current and potential students to successfully complete the curricula requirements and gain knowledge about possible master's level studies and employment opportunities.

While personal data obtained is intended to be used to establish an alumni network and employed by providing communication possible, other data obtained by survey will be anonymised for converting information into statistics and explanatory information so that individuals cannot be identified. This data will be made available in the communication channels established as part of LIFE project.

We are happy to share a link to survey that two of our 3rd year students have as a part of their Life project.

TLU LAW
ALUMNI

🔗 DOCS.GOOGLE.COM

The link for the survey is here!

Communicated results / posts

TLU LAW
ALUMNI

TLU English language BA Law
Alumni Survey Results

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SATISFACTION WITH THE PROGRAM

Category	Positive	Negative
Professors	7	3
Study councillors	2	11
Arrangement of studies	3	5
Variety of courses	3	3
Learning methods	6	2
Flexibility	8	
Knowledge gained	7	
Carer Possibilities after graduation	2	4
Connections made	5	2
Assistance	1	3
Amount of the tuition fee	3	4

Positive   Negative

TLU LAW ALUMNI
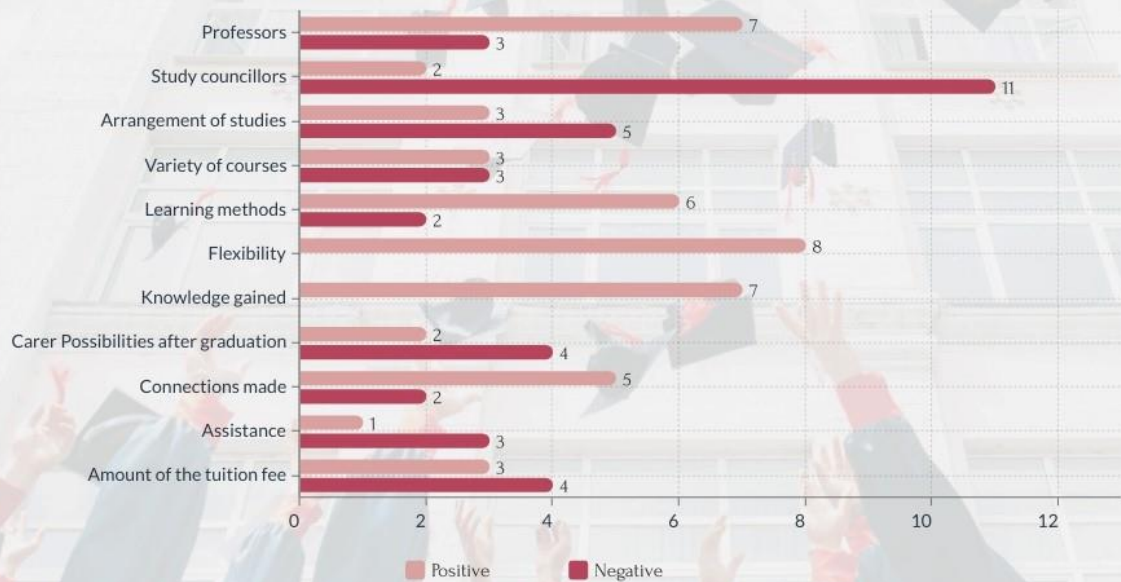
INTERNSHIP DURING STUDIES

How hard was it to find an internship place?

Second year — 23%
Third year — 54%
In summer after the first year — 8%
In summer after the second year — 15%

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EMPLOYMENT OPPORTUNITIES

62%
work in legal field

salary range
€ 2-9k
euro/month

How long time did it take to find a job in the legal field?

■ less then 1 month	2%	■ 1-6 months	2%
■ 6-12 months	2%	■ more than a year	1%
■ I continued to work after my internship	3%	■ I am still looking for a job in legal field	2%

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The project will continue therefore make sure to fill out the survey!

4. self-reflection report about the learning experience of each team member

Law group:

Keren Sarliker: My learning experience of this LIFE group project is very good. I feel like I learned a lot during the project about GDPR, making surveys, personal data collection and being professional in different personal data related questions. Another thing I learned during this Alumni engagement and networking LIFE project is working in an international group with many people from different cultures, knowledge and backgrounds. I feel that our group consisted of people with different strengths and abilities which made the journey a very interesting experience in general. We could help each other in our tasks and support one another. I enjoyed working in this group. What comes to achieving the project goals, in my opinion we succeed well in that. We made an action plan, fulfilled it, did the mid-term report, presented it, completed research and in the end Darta did the portfolio. During the project we all stayed within deadlines and did our assigned parts as agreed. During our project we also helped each other in other university related projects as we are all law students. It was very convenient. Overall, I learned a lot during this project and found it very interesting. Our instructor Phillip Graves was also very supportive during the making of the project.

Dārta Dindune: I learned that management of activities of several members working towards the same aim can be challenging. Not only practical aspects of possibility to meet and discuss the progress of the project takes a lot of time to agree upon, but also constant reminders are necessary. Concerning factual aspects of the project I was able to refresh my communication, research and management knowledge, among learning legal framework surrounding the collection of personal data. While making the survey I was able understand the legal requirements that must be necessary and included in the privacy policy. In the future, I would ask for more teamwork and collaboration to be present.

Tuulia Alopaeus: Gained Experience - When we explained the necessity to do the LIFE Project I was first understanding. But when I noticed what sort of projects there were my understanding vanished. Fortunately, Professor Graves provided us with the Alumni Project to take part in. The gained experience is no different than in any team project. The gained experience in this project was rather social, according to the connections I made with my group when others had not done it. I understood how little effort there had been for the Alumni at Tallinn University, and I understood that the importance seemed not so relevant for them because so many candidates continue elsewhere to do their Master´s. This I noted when realizing how little there was also knowledge to provide for the new students from the practical things such as finding the internships which was for me a huge challenge myself. Eventually, my group managed to make it functional through our wonderful teamwork and constant connection with each other. I salute my group!

Achievement of our group - I was satisfied to see how active and honest and hardworking my group of six exceptional students was and how well we, as always, work together. Our achievement was the functional survey, the connection created to the person who holds the social media platforms for alumni, start co/working with him, share the survey, do the legal research for the data collecting and creating the survey, and also doing the research for the GDPR to cover all the possible legal challenges.

Georg Valgeväli: For me, honestly, the project was something new. So, I haven't wasted so much time, as my teammates did. I haven't been active in life project meetings and missed some of them, due to the corona-19 that I had in April. But I got some experience. Social communication experience. This life project, its aim. Is social connection between alumni after graduation. And in this project, I can definitely say that the effort that team members wasted on it, especially Tuulia and Darta, is priceless. I felt more connection between co-students than I felt in a whole period of 3 years in TLÜ. My task in the project was the theoretical part. Shortly

the ideas and plans that could be realized in the future part of the project. It's definitely not a one year task, so I hope that the part that I've done, could be used in future to develop it.

Martin Madissoo: In the given project, my task was to research what other Universities in the area (Estonia and Finland) have done to build and maintain the alumni networks. One of the parts of researching was taking a look at how the social media platform LinkedIn is used in the described function. I did not have any previous experience with the platform; however, I was aware about the importance of LinkedIn in the professional world. During the hours spent in LinkedIn I gained valuable knowledge on how to navigate and build a personal profile in it. I take this knowledge as the single biggest personal learning experience I gained from this project. Despite our late start, I think the goals of our project were achieved, both on my personal subject matter level and as a whole group. One of the major factors being that cooperation of our group was outstanding, since we have been co-students in the same small campus for almost 3 years now

Elias Hakalehto: In the project I was doing research and discussing with the other participants. In the middle of the project me and Keren were occupied with the General Data Protection Regulation. In the group we had already known each other for some time, as we were all from the same class. I believe this is one of the reasons why we took care of each other and kept discussing on our progress so well. I am satisfied with my participation and the participation of my fellow students in the project. I was personally glad to work with everyone in the team, I and shall remember what we learned during our project. The results of our survey that we have seen so far are interesting to read. Hopefully our work will be continued on. We had a delayed start on the project, but I am happy everything turned out great. Hopefully our survey will reach more people in time.

Social Sciences group:

Linda Nurmi: As my only task is to conclude this report I have mostly gained information about the project during our weekly meetings. I learned about teamwork and how important communication in a group is. One person shouldn't do everything, and everybody should be allocated a task. I also learned that making this kind of project, where information is needed in the form of a questionnaire there are so many things to be taken into consideration, for example which platform to use to make the questionnaire.

Henriikka Malmi: Through this project, I learned a lot of different essential things about teamwork and how to manage larger projects as part of a team. It was evident that good planning and communication are essential when working on group projects that require teamwork. Especially with bigger groups, communication is essential. Additionally, I learned a lot about what it takes to create questionnaires, how to make them, and also what to include in the questionnaire itself. I believe that I gained valuable tools that I am able to use in the future when being part of different kinds of group projects. Furthermore, our group met all the goals set for us in this project such as deadlines that were set for different parts of the project and work that was to be prepared like the questionnaire.

Ajdina Zec: I believe that this project provides vital research for students in the law study area, especially the ones that are about to graduate. In my opinion this research is necessary for students and something that can be further developed and continued. In this life project I learned a lot about survey making, which included everything from composing questions to gaining visibility for the survey through different platforms. I learned that there are several legal aspects that need to be taken into consideration and then modified the survey accordingly. It wasn't enough to make a comprehensive, clear and legal survey, it also had to be filled out on behalf of the alumni network, where we used many different platforms. My experience of the project is very

positive due to the well-functioning cooperation among student and project supervisor. As a conclusion, all project steps were diligently taken, and project goals were achieved through great teamwork.

Sirisopa Natreechon: I was the project communicator; I organized meetings and group chats for our project so that we could communicate more effectively. Also, as a team leader alongside Henriikka and Sofia. We had to ensure that all our social science group members received all of the information in case someone missed it. Since a lot of us are working, their schedules on Monday could be unpredictable. I was also one of the people that created the survey questionnaire. The project has given me a different perspective on the types of work you could do after graduation. I get a lot of inspiration and motivation for what I want to do after I graduate. I wish supervisors and developers would, in my opinion, discuss the outcome more in class or on occasion. This type of conversation spreads quickly and would greatly benefit the school. The project was divided into two groups: law and social science. This project taught me the importance of remembering the meeting schedule and committing to the task, especially when the project is completed online.

Sofia Järvinen: For me the main experience through this project has been to learn about all the aspects that need to be considered when completing any type of bigger project. Good planning and staying organized are essential to achieve the goals set. Active communication is also very important. There are certainly a lot of ways of conducting a project that I learned that would be useful to consider in future projects but also other aspects in which different type of approach could be useful. Overall, I feel that we stayed with the schedule and achieved enough for what could be expected from us given that we had less time to complete our project than usually.

Tuuli Kotilainen: I gained some valuable information concerning possible future career possibilities and places to do one's master's degree. In addition, while doing research on social sciences, especially on different types of questionnaires, I learned the diverse styles and aims of conducting a questionnaire. But what was most important to me was the knowledge concerning the possibilities in my future and the alumni connections. I think that new connections in the field I will be working in my future are extremely important and valuable. The project aim was to engage with alumni in a way that we get more information about different possible paths to take after the bachelor's degree in the TLU. In my opinion, we achieved this goal. My part was to create these questions in a way that we would get the information we wanted and thus, the aim of the project would be fulfilled once the questions were answered by the alumni. All in all, this was an interesting study and I think we all got a lot out of it

Rea Huovinen: I learned about teamwork and the importance of communication. I also learned that making this kind of a project, there are so many things to be taken into consideration, for example which platform is more suited for questionnaires, what types of questions are more beneficial etc. In addition to this, I learned that it takes a lot to manage a larger project with a team, and how to communicate with each other in order to stay on top of the task. Good planning is key as well, when working with a bigger group, making sure everyone has been allocated to a task. I gained valuable tools for future projects in life.