

**INSTRUMENT FOR PRE-ACCESSION ASSISTANCE
HUMAN RESOURCES DEVELOPMENT COMPONENT
OPERATION IDENTIFICATION SHEET**

1. Title of the Operation: Improving the Quality of Vocational Education and Training in Turkey (IQVET)

2. Operating Structure: Ministry of Labour and Social Security (MoLSS) - EU Coordination Department.

3. Organization Responsible for the Implementation of the Operation:

Ministry of National Education

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4. Compatibility and Coherence with the Operational Programme:

4.a Common Code for Identification (CCI) No of Operational Programme:
Human Resources Development Operational Programme – CCI No. 2007TR05IPO001

4.b Commission decision (no and date) and the date of signing of the financing agreement for this OP: C (2007)6030 adopted by the EC on 7 December 2007. Financing Agreement signed on 16 September 2009.

4.c Title of the priority axis:

To enhance investment in human capital by increasing the quality of education, improving the linkage between education and labour market, and raising enrolment rates at all levels of education, especially for girls

4.d Title of the measure:

To improve the content and quality of Vocational and Technical Education

5. Description of the Operation:

5.a Contribution to the achievement of the Operational Programme:

The operation is in line with the Operational Programme, which defines improvement the content and quality of Vocational and Technical Education, particularly addressing the needs of the labour market. In order to achieve this improvement Vocational Training Centers, Secondary Vocational Schools and Post-secondary Higher Vocational Schools (both formal and informal including apprenticeship) will be supported under this operation .

For the realization of this operation, Technical and Vocational Education Research and Development Centre (METARGEM) which is an institution founded for research and development in VET with law No 3308 Article 42, has a vital importance because all researches, activities and studies considering VET is under the responsibility of METARGEM The duties of METARGEM are:

- Establishing cooperation between national and international institutions and persons, monitoring the studies and participating in these studies whenever it is needed.
- Following and evaluating the newest technologies in industry and developments in the field of services
- Conducting and participating to the studies considering the fields of certification and educational standards in cooperation with related institutions
- Researching, monitoring if present defining the educational demands of the graduates in business life and proposing offers to the related units about these issues
- Carrying out the related processes about National Reference Point which is formed via the 18/01/2001 dated recommendation of the European Forum
- Monitoring and evaluating the international developments in the field of vocational and technical education and cooperate with the related units of the MoNE
- Participating in the VET programs of EU and carrying out the procedures and services related to these programs
- Participating and bidding in the Project, research and development tenders of VET realized by national and international institutions
- Giving guidance and information services about national and international working conditions, employment opportunities and working experiences on VET

Considering these duties of METARGEM, the first component of the Operation which is the Technical Assistance, will be implemented under the coordination of MoNE-PCC in close coordination with METARGEM.

The aim of this operation is to improve the content and the quality of Technical and Vocational Education in line with the European Quality Assurance Reference Framework (EQARF) with a special focus on the sectors to be prioritized namely maritime transport, agriculture, health and judicial practices as these areas recently transferred from the other ministries to the MoNE. This operation will enhance the quality by establishing a quality assurance system (QAS) under MoNE. The establishment of QAS is directly linked to the operational program's objectives because the first step for improving the quality is to set standards which are internationally accepted. The establishment of QAS together with piloting, curriculum development, trainings and legislative studies, will contribute to the operational program's aims. In order to achieve the above mentioned targets there are two main components. With the support of the first component, a Quality Assurance System for VET will be established. While developing the QAS, quality development and culture of quality assurance will be promoted through establishing a structure in school, provincial and national level. Also the QAS will include a testing, measurement and evaluation system in line with LLL strategies considering the EQF. This testing, measurement and evaluation system will focus on learning outcomes and performance of the individuals. The first component will also include activities for the selected sectors for ensuring continuity of previous operations for improving VET such as making the need and competence analysis, development and revision of modular programs in line with the results of the needs analysis, trainings of vocational schools teachers, managers and counselors, increasing cooperation between VET schools and relevant public and private sector, disseminating practical applications in cooperation with the relevant business sectors and developing a functional monitoring system for graduates of vocational schools. The second one will be providing equipment support for the Post Secondary Vocational Schools in especially 15 Growth Centres and METARGEM for establishment of a functional QAS and research and development activities for VET system of Turkey. All the actions under this operation will be realized by taking on board the "partnership approach" (social partners will provide inputs,

propose models, initiate cooperation between schools and enterprises, and also actively participate in the project activities)

Considering the fact that the guidance services in the schools are not sufficient enough for giving vocational guidance to individuals, this Operation will also provide trainings to the technical personnel of Provincial Life Long Learning Guidance and Counseling Centers and İŞKUR Employment and Vocational Guidance Services in order to be able to provide better services for individuals. In this context, it is targeted in the operation to provide support to centers which will contribute to a development in the area. Within this scope considering the human resources, it will have a contribution to the National Policy

All through out the implementation of the operation, a close cooperation with VQA and VOC Test Centers representing sectors will be made in the field of occupational standards, qualifications, testing and evaluation in order to reflect the expectations of the private sector to the VET system of Turkey.

5. b Overall Objective:

Promoting investment in human resources by increasing the quality of VET and improving the linkage between the labour market and education.

5. c Operation Purpose:

Increasing the content and quality of vocational and technical education by developing the knowledge, skills and competencies in line with the Quality Assurance Framework (QAF) through;

- addressing curriculum, teachers, learning environment and school managers
- increasing flexibility of the education system by facilitating vertical and horizontal transitions between different types of programmes in the VET system
- making VET an attractive option for students
- promoting cooperation between social partners, schools and VET centres and private sector

5. d Location(s):

The Operation will be implemented both at national level and in 12 eligible Nuts II regions especially the 15 growth centres and their hinterlands.

5. e Duration: 24 Months

5. f Target group(s):

- Students in vocational secondary and post secondary vocational education,
- Teachers, school managers and counselors in vocational secondary and post-secondary vocational education,
- Students who cannot continue higher education, graduates of vocational secondary and post-secondary education,
- Employers, employees and NGOs representing business life

5. g Description of the Operation and background:

Quality in VET is a key priority at EU level to ‘promote mutual trust, transparency and recognition of competences and qualifications, and thereby establishing a basis for increasing mobility and facilitating access to lifelong learning’.

In April 2008, the European Commission presented a draft recommendation on the establishment of a European quality assurance reference framework for VET (EQARF) adopted by the European Parliament and the Council in June 2009. This recommendation establishes a European quality assurance reference framework which comprises a quality assurance and improvement cycle (planning, implementation, evaluation/ assessment and review/revision) based on a selection of quality criteria, descriptors and indicators applicable to quality management at both VET-system and VET-provider levels.

To enable the competitiveness of the schools and their graduates, universal quality values must be met. The ratio of unemployed youth population is 18,9 in 2008 and 23,2 in 2009. As seen in TURKSTAT data unemployed youth population is increasing day by day. Higher unemployment rates among the vocational and technical education graduates reveal the ineffectiveness of the educational system. The Labour Market and Skill Needs Survey (SVET labour market team and ISKUR, 2006) made in 31 provinces including 13 provinces in the 12 NUTS II Regions is really striking. The survey states that 74 % of the companies indicated that they have not recruited any graduates of vocational and technical schools in the last 12 months. These numbers show that there is a need for a Quality Assurance System (QAS) to increase the quality of VET education. This operation will improve the quality of VET system which will be in line with the European Quality Assurance Reference Framework. The development of the QAS will enhance the quality of the VET which will increase the number of graduates to be employed. The QAS will be built on EQF, ECVET and modular system in line with LLL. In this respect, all of these instruments will form a holistic approach to VET with the establishment of QAS. To establish QAS, there will be working groups in central, provincial and school level. The members of these groups will be trained on quality assurance by TAT and pilot implementation of QAS will be implemented in schools. Through the establishment and implementation of the system, an increase in the quality of VET is expected. For establishment of the QAS, a holistic approach will be used by trainings of teachers and administrators, revision of modular programs and adopting the measurement and evaluation system of LLL to the modular programs.

Qualifications (certificates, diplomas and titles) play an important role in modern societies as they influence the way individuals, education and training providers, and labour market institutions interact. Already in the Lisbon strategy, increased transparency of qualifications is considered one of the main components necessary to adapt education and training systems to the knowledge society. This policy emphasis has been strengthened and made more concrete with the development of common European tools and principles based on learning outcomes, defined in terms of knowledge, skills and competences. EU tools are designed to remove geographical, institutional and sectoral barriers to education and training and thus promote access to and progression in learning. This includes work on the European qualifications framework (EQF) and national qualification frameworks (NQFs), the European Credit System for VET (ECVET), the European Credit Transfer System (ECTS), quality assurance and Europass. This OIS will also contribute substantially to the further development of the EU tools (through comparative studies and analyses) and to provide coordination support and expertise to the Ministry of National Education, the public stakeholders (ISKUR, VQA, CoHE and Universities) and the social partners in the tools’ implementation national and sectoral level.

This operation will be composed of two main components with a special focus on the sectors to be prioritized namely maritime transport, agriculture, health and judicial practices. The schools providing education in these fields are recently transferred from other Ministries to MoNE and they are in need of modernization and reorganization. Also considering the other projects, they are the least supported fields in VET education. So while the programme actualizing its targets, also it will develop the competencies in these fields.

Without any doubt it is crucial to establish a connection for cooperation with the labour market to increase employment rates of VET institutions graduates. In this programme all the activities will be in collaboration with relevant public and private sector organisations which will help to meet the demands of the business world. In order to reflect the demands of the private sector to the curricula and related teaching materials of the VET institutions, METARGEM will be supported. METARGEM, the Technical and Vocational Education Research and Development Centre of the MoNE, which was established in 1986 according to the article 42 of the VET Law No.3308, has a governing board consisting the representatives of both private and public NGOs/institutions of the related stakeholders of the VET system in Turkey.

The process which had begun with SVET and followed with HRD-VET project is still continuing. Modular programs of SVET project in line with basic instrument of LLL approach which prioritize learning were developed, adopted and started to be implemented. In accordance, the studies on ECVET are developed in HRD-VET project and implemented. This Operation will complete the cycle which had begun with SVET and HRD-VET. The experiences and gainings of these projects will be transferred to this operation to contribute to the establishment of QAS. In this respect, EQF, ECVET and modular system will be the basis for the system which is planned to be established under this operation. Life Long Learning is the umbrella program for European Competency Framework, ECVET, EQARF, modular programs. Therefore all the activities will be carried in line with Life Long Learning Program.

Overall, developing a quality assurance system, increasing the capacity of VET institutions and guidance services, providing an overall transfer of the qualifications that will help the enhancement of the quality of vocational education system in Turkey which has a flexible and dynamic system with the ability to react and respond to the demands of private sector. The field of implementation of the Operation will comprise both formal and informal education.

5.h Results with measurable indicators:

1. A QAS in line with the European Quality Assurance Reference Framework for VET (EQARF) developed and piloted in the selected post-secondary higher schools and vocational educational institutions and revised according to the results of the piloting.
2. The existing legislative structure revised to provide an active collaboration between the labor market and vocational education institutions and to provide the overall transfer of qualifications and competencies.
3. The quality of VET increased through supportive activities (4 sets of modular VET curricula developed and/or revised on Judicial Practices, Agriculture, Maritime and Health areas), (Equipment need analysis will be completed by CoHE before the start of the implementation of the operation).
4. Pedagogical and professional qualifications of administrators and teachers (especially in the selected pilot schools) are improved.

5. Vocational and career guidance services in secondary vocational education institutions and post-secondary higher schools improved.
6. An effective communication strategy developed through awareness raising activities
7. Providing training in the fields of Judicial Practices, Agriculture, Maritime and Health in the selected 20 pilot post-secondary higher vocational schools and METARGEM are provided with equipment support.

The Operation has two components;

- **1st Component: Technical Assistance (Activity 1,2,3,4,5,6)**

5. i Activities:

Activity 1. Developing and piloting a QAS in line with the EQARF in cooperation with social partners

- 1.1. Establishing and strengthening working groups for developing a QAS
- 1.2. Contributing to the development of culture of quality assurance (CoQA) in VET in local and national level.
- 1.3. Organising workshops both local and national level for developing national quality indicators for VET in line with CoQA and the Strategy Report
- 1.4. Preparing a National Quality Assurance Framework (NQAF) in line with EQARF according to the outcomes of the workshops and Strategy Report
- 1.5. Approval of NQAF
- 1.5. Organising information meetings for stakeholders and public to share the developed NQAF
- 1.6. Developing a QAS using the NQAF as reference and guideline.
- 1.7. Piloting the QAS in selected pilot schools and the related departments of the MoNE
- 1.8. Reporting and evaluating the pilot implementation results

Activity 2. Analyzing and revising the legislation to provide an active collaboration between the labor market and vocational education institutions and to provide the overall transfer of qualifications and competencies and recognition of prior learning

- 2.1. Preparation of a report about applications of EU MS regarding the legislation on QAS by organizing study visits to relevant EU and International Institutions (CEDEFOP, ETF, DG EAC, ITC-ILO and etc.) and desk study.
- 2.2. Analyzing and revising the relevant laws and legislation to strengthen the active collaboration which will be established in LLL with the labour market and vocational educational institutions
- 2.3. Preparing a report regarding the revision of VET legislation about vertical and horizontal transitions between various levels of formal and informal VET programs and institutions, the recognition of prior learning and strengthening/disseminating the gains of LLL to improve their applicability

Activity 3. Increasing the quality of VET through curriculum development in the selected pilot areas with the involvement of social partners.

- 3.1. Developing, revising and updating the modular VET curricula in line with ECVET/ECTS principles for levels 2, 3, 4 and 5 especially for the areas of Judicial Practices, Agriculture, Maritime and Health

- 3.2. Revising and updating the modular vocational foreign language curriculum
- 3.3. Improving the content and quality of existing educational and teaching materials (set of text books for four areas-four levels for teachers and students and other supporting materials) in line with newly developed/revised curricula
- 3.4. Adapting the testing, measurement and evaluation system of the newly developed modular based curricula in line with LLL strategies considering the EQF.
- 3.5. Organising seminars to pilot schools' administrations and teachers on the newly developed modular based curricula.
- 3.6. Pilot implementation and testing of the newly developed modular based curricula in the selected pilot schools and reporting the results of pilot implementation for further development and dissemination of the curricula.

Activity 4. Increasing the pedagogical and professional competencies of administrators and teachers to improve the quality and content of vocational education in cooperation with social partners.

- 4.1. Organising study visits to related private sector institutions in Turkey and in EU MS.
- 4.2. Preparation of a report about best practices of EU MS on pedagogical and professional competencies of VET teachers
- 4.3. Analyzing the existing in-service training system for administrators and teachers of VET institutions and preparation of a report to improve the quality of in-service training system for administrators and teachers of VET institutions according to the results of analysis
- 4.4. Providing trainings on pedagogical and professional competencies for administrators and teachers of vocational education institutions in cooperation with private sector

Activity 5. Increasing the vocational guidance and counseling services in, secondary and post-secondary higher schools particularly in secondary schools including the trainings of teachers in vocational education institutions

- 5.1. Strengthening the current graduate monitoring system of MoNE Education Research and Development Institution and linking the monitoring system in line with life long guidance services which will be established in LLL Operation. (Analyzing and developing existing vocational guidance and career services in, secondary and post-secondary education institutions) In addition, Provincial Employment and Vocational Guidance Services of İŞKUR will be in close coordination with MoNE Counseling and Guidance Units and PQCIG
- 5.2. Developing a web-based vocational information system for all target groups from level 2, 3, 4 and 5. (This activity should be carried out in line with the relevant activity of the LLL Operation and the hardware established in LLL will be used in this activity)
- 5.3. Providing trainings on vocational guidance and career counseling for teachers in primary, secondary and post-secondary higher schools
- 5.4. Organising local workshops in cooperation with related private and public organizations for informing the administrators and teachers of VET pilot schools on entrepreneurship and the steps for establishing a working place
- 5.5 Improving the quality of vocational guidance and career counseling services for disadvantaged groups
- 5.6. Improving the quality of relevant components of Europass implementations in cooperation with VQA

Activity 6. Increasing awareness on the quality of vocational education through developing an effective communication strategy and organising awareness raising activities with social partners for making VET an attractive option for students

- 6.1. Raising awareness related to vocational education institutions among relevant stakeholders and students
- 6.2. Organising national and international conferences on VET for all stakeholders
- 6.3. Organising study visits to examine the best practices related to the subject in EU MS for local decision makers, administrators and social partners

- **2nd Component : Supply**

Supplying equipments in the fields defined as a result of need analysis carried by CoHE.

6. Implementation arrangements

6.a Institutional framework:

Operating Structure (OS): Ministry of Labour and Social Security undertakes all the responsibility in terms of Operation. Accordingly, the OS cooperates with the main beneficiary (MONE) in monitoring the implementation of the contracts and any other aspects with relevance to the implementation of the Operation and ensures preparation and delivery of the relevant reports on the implementation of the Operation by the Beneficiary.

Contracting Authority: The Central Finance and Contracts Unit (CFCU) will be the Contracting Authority of this operation. The CFCU is responsible for tendering, contracting, administration, accounting and payments of the operation.

Beneficiary: The Ministry of National Education (MONE) is the Beneficiary of the operation and is responsible for its management and performance. To that end, MONE will assign a senior staff member as the Senior Representative of Operation Beneficiary (SROB) and will establish an Operation Coordination Unit (OCU).

Senior Representative of Operation Beneficiary (SROB): SROB will act as the official representative of MONE for this operation and will assume overall responsibility for the successful implementation of the operation cooperating with the consultant and ensuring that the consultant performs the tasks in accordance with the pre-defined deadlines and to the standard of quality required. He/she will formally approve the reports of the Consultant, the technical documents, payments requests/invoices prior to financial check and payment by CFCU (“read and approved”), requests of the Consultant regarding recruitment of non-key and short term experts. He/she will ensure the coordination with other departments within MONE for the development and proper implementation of operation. SROB will assume responsibility for establishing the Steering Committee (SC, defined below), organizing its meetings and workshops to be conducted during the operation.

MoNE will establish an OCU in Ankara in PCC premises. For TA component, MoNE will appoint a co-director and a co-expert for each of the key experts of the TA team and there will be a co-expert from CoHE. These experts will be civil servants and will work together with TA team. Also MoNE will appoint personnel for supply component. For all components,

MoNE will appoint at least 10 personnel in total. MoNE PCC will provide place and logistic support (office, furniture, equipment/tool, telephone and fax etc) for OCU. The OCU is planned to be the direct counterpart of the Technical Assistance Team (TAT). TAT and OCU will meet at least once a week to discuss issues related with operation implementation.

There will be 3 groups which are SAQIG in schools, PQCIG in provinces and QIPG in national level under METARGEM. SAQIG will be composed of students, teachers, administrators, school family union members and social partners. PQCIG headed by MoNE Provincial Deputy Director for VET will be composed of representatives from municipality, chamber of commerce and industry, union of chamber of merchants and craftsmen and related NGOs. PQCIG will work in close-cooperation with Provincial Employment and Education Council. QIPG will be under METARGEM which will be headed by director of METARGEM and composed of member from METARGEM administration who are related to the pilot programs and related VET departments of MoNE. These three groups will strengthen the communication and coordination between related institutions and supervise the learning outputs. SAQIG will execute the implementation process of QAS at school level. PQCIG will execute the implementation process of QAS at provincial level. QIPG will execute the implementation process of QAS at national level. These groups will be trained and informed on QAS by the education and quality assurance experts through local trainings. Especially SAQIG will be supported about self assessment. It is the responsibility of TAT to facilitate through the right guidance and recommendations, the establishment of technical advisory/working groups. These groups will define and implement strategies at national, provincial and school level and the final decision will be made by Steering Committee about the studies of these groups.

In order to carry out the operation in the provinces in an effective and efficient manner, three Regional Operation Offices will be established (Sivas, Diyarbakır, Trabzon). These offices are needed because the operation has some targets different from the other operations so it needs a specialized approach requiring personnel with expertise because of the new fields that has never been studied before. These offices will facilitate the implementation of operation activities. At the same time, during the accession process, institutions' project culture must be developed. These offices will not only serve as means of disseminating project culture, but also will raise the visibility of both the operation and EU. The duties of these offices will be strictly limited to implementation of activities of the operation. They will not have a role in monitoring activities. MoNE will appoint at least three personnel to each Regional Operation Office. These personnel will work in coordination with TAT.

The provincial employment councils and provincial VET Councils will participate in the operation activities which will be held in these three Regional Operation Offices.

PCC will be responsible for the overall coordination of the Operation. METARGEM will be responsible from the coordination of the sub-working groups. Also MoNE PCC will work in close cooperation with METARGEM all throughout the Operation.

There will be two contracts under this Operation. The first contract will be the Technical Assistance. TAT will recruit a team leader along with a group of experts who will be responsible for providing technical support and monitoring the implementation of activities under results 1, 2, 3, 4, 5 and 6 in coordination with MoNE - PCC.

A second contract for procurement of equipment and material (result 7) will be tendered through the CFCU and managed and monitored by the MoNE - PCC.

An organigramme reflecting the institutional framework for the operation implementations is given below.

6.b Proposed monitoring structure and methodology:

The OS cooperates with the main beneficiary (MONE) in monitoring the implementation of the contracts and any other aspects with relevance to the implementation of the Operation.

The Contracting Authority will be responsible for overall project supervision, review of reports and financial approvals.

Monthly Management Committee (MC): A general management meeting will be called on a monthly basis to assess the progress of the operation and propose corrective measures if and when necessary. Management committee meetings, which will be held at MONE premises in Ankara, will be chaired by the Beneficiary. Representatives of OCU, TAT, OS, CFCU and ECD will be the members of MC.

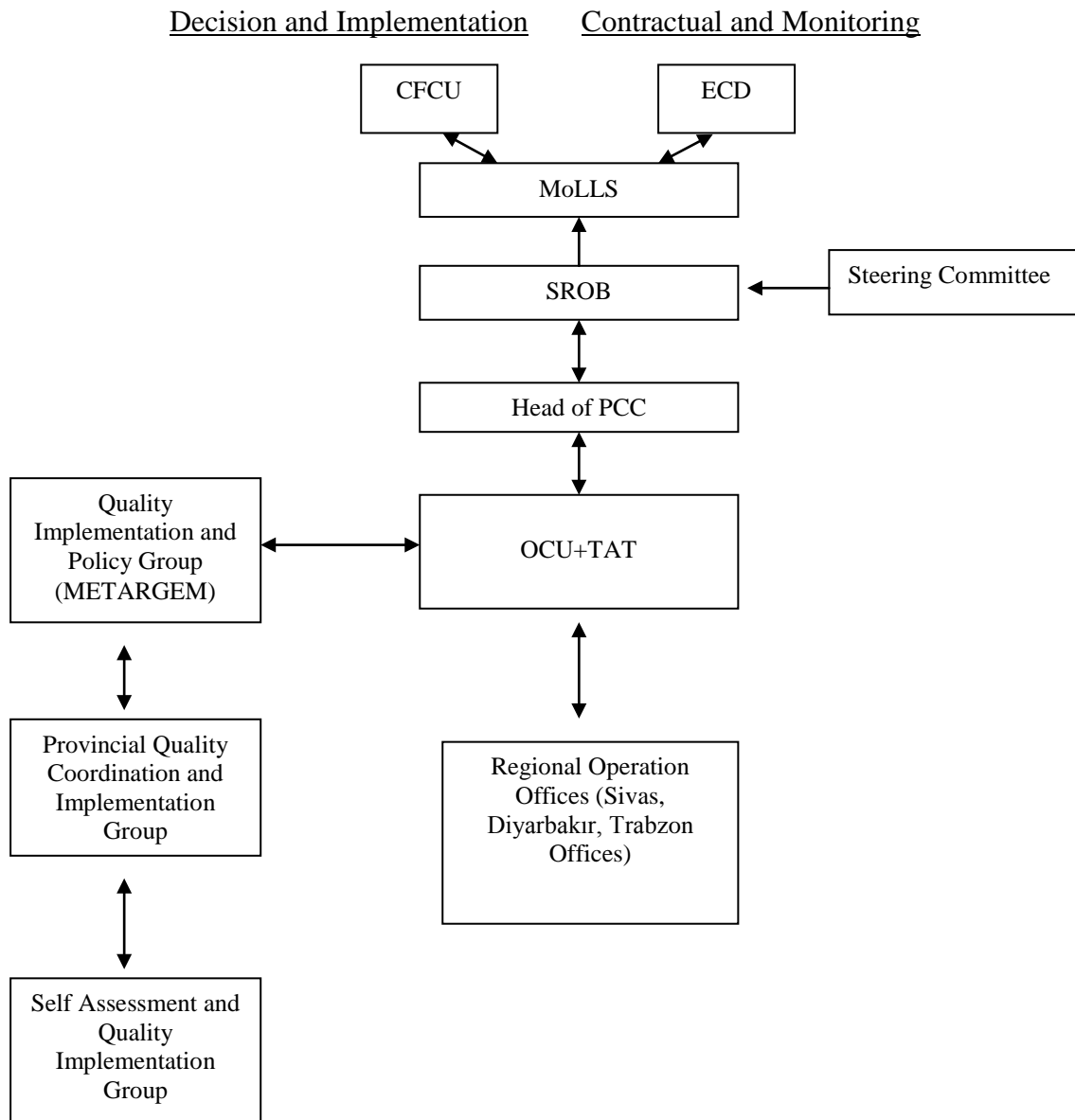
Steering Committee (SC): SC will be established to serve as a platform to share results achieved, exchange experiences, etc. The SROB who is the deputy under secretary of MoNE will initiate the establishment of a core SC which will be composed of MoLSS, MoNE, EC Delegation, CFCU, DPT, KOSGEP, TURKAK, CoHE, İŞKUR, MoIT, VQA, UoMA, TOBB, TESK, TİSK, TÜRKİŞ, HAKİŞ, DİSK, TÜSİAD and the related General Directorates of MoNE. The SC will meet on a semi-annual basis and serve as a platform of coordination among relevant public and private sector institutions. Organization of the meeting will be conducted by TAT. In the course of the operation, the SC could develop a platform for disseminating policy advice. Also SC will advise on implementation strategy, establish linkages between the project activities and overall national strategies, oversee coherence between activities and goals, and provide guidance to MoNE on issues that rise. All the outputs of the operation (strategy reports, recommendations) will be approved by the Steering Committee.

In addition, site visits will be conducted on sample activity base in order to monitor the operation with the participation of the OS, MONE and CFCU. TAT shall ensure flow of any kind of information during the desk checks and site visits.

Interim reports will be prepared every six months during the period of implementation of the tasks by TA. They will be provided along with the corresponding invoice, the financial report and an expenditure verification report. There will be a final report, a final invoice and the financial report accompanied by an expenditure verification report at the end of the period of implementation of the tasks. The draft final report will be submitted at least one month before the end of the period of implementation of the tasks. MONE should ensure delivery of all reports including progress/interim reports on the implementation of the Operation to CFCU. Monthly reports will be prepared by MoNE. TA will prepare reports every three and six months. These reports will be signed by the team leader and will be approved by SC. These reports will be prepared in accordance with the form forwarded by the CFCU and OS.

Three structures will be set up to monitor the operation;

1. Operation Team + Technical Assistance Team (weekly monitoring)
2. Operation Monitoring Team (monthly monitoring)
3. Steering Committee (once in 6 months)



6.c Required procedures and contracts for the implementation of the operation and their sequencing:

The CFCU will be the Contracting Authority and responsible for all procedural aspects of the tendering process, contracting matters and financial management, including payment of operation activities.

7. Risks and assumptions:

Risks:

- Related NGOs unwilling to participate in the operation activities.
- Influential stakeholders request additional needs to serve their own purposes
- Local administrations pose objections
- Losing critical staff at crucial point of the operation

Assumptions:

- Social partners, NGOs, VQA, SPO (DPT), MoLSS, TÜRKAK, KOSGEB, CoHE (YÖK) and MoIT (STB) are willing to share ideas and data and able to collaborate

- MoNE continues to be committed to capacity building in LLL approach nation-wide
- National and local administrators are willing and able to collaborate
- Local administrations continue to be supportive of LLL approach
- VQA completes institutional building and starts to implement activities in line with its establishment targets
- Turkish Education System adopts ECVET/ECTS principles

8. Expected impact of the operation on the target group and multiplier/spill over effects:

This operation will strengthen the linkage among qualifications, life long learning and quality in the field of Vocational Education and Trainings. Until now, previous operations were aiming at the qualifications and life long learning side of VET. This operation will include quality perspective of VET. Indeed QAS on VET will provide self assessing institutions leading to better qualified graduates. QAS on VET will be structured in line with expectations of the private sector and the business world. The structure which will be established under METARGEM, and the studies in new fields will multiply the effects of the operation nation-wide. With the establishment of National Qualifications Authority, this system will provide the structuring of VET institutions to meet the expectations of NQA and the business world which will lead to an increase in the quality of production and a positive effect on the growth of Turkish economy through qualified personnel of the business world. The horizontal and vertical transfers will increase the interest on VET and it will also enable the students to have an education appropriate to their skills and interests which will increase the quality of VET graduates. This will also have a positive impact on target group's willingness and ability to participate in economic activities leading to economic growth of the Turkish economy. The impact of the operation on the target group can be much more feasible and beneficial as regards to target group's active participation in VET activities.

Overall the increasing quality of the VET will lead to improved employability, high level income and personal qualifications and satisfaction. The operation also brings engagement of disadvantaged persons, especially women into economic activities.

9. Sustainability:

Considering that the two operations are under the same priority axis (Priority axis 2.- Life Long Learning Operation and this operation) some operation activities will comprise the strengthening and the dissemination of the Life Long Learning gains. Sustainability will be ensured by making legislative regulations on VET to create cooperation with real sector and VET institutions. After the operation, METARGEM where the Quality Implementation and Policy group will be established, will be the responsible unit for monitoring the implementations of these regulations. The development of Quality Assurance Framework for schools will be an important activity for the sustainability. NGOs, formal and informal educational institutions, local administrations and other related institutions in the 12 NUTS II regions will also contribute to the sustainability of the operation through providing active participation in the project activities and decision making processes. By providing active participation of local actors, the ownership of the operation will be realized locally which will have a positive impact on the effectiveness of the operation activities.. By the end of the operation, related General Directorates of MoNE and CoHE will be responsible for the sustainability of the operation nationwide. In the Strategy Document of LLL priority 11 and 2010-2014 Strategy Plan of MoNE under the title of Reconstruction in Education article c, there are emphasizes on quality assurance system in education. Taking into consideration the structure needed for EU accession process and these policy papers, the groups which are

established in central, provincial and school level will be supported from the national budget which will provide sustainability of the operation.

10. Horizontal Issues:

IQVET Operation guarantees equal opportunities in all operation activities. The principle of ensuring equal access to services for men and women will be established as one of the main criteria in the selection of beneficiaries of IQVET which is one of the added values of this operation. All persons irrespective of gender enjoy equal opportunities when applying for training or work. Appropriate professional qualifications and experience will be the factors for personnel recruitment and evaluation within the implementation of the operation. When recruiting personnel for this operation, there will be made no distinction

During the implementation of the operation, “partnership approach” will be realized by providing the participation of civil society both at national and local level in all activities of the operation. um

The operation will take care of environmental safety in all activities.

This operation has no negative impact on vulnerable persons.

11. Links with other IPA component measures: N/A

Total Budget of the Operation: 9.000.000 Euro