

VERSION: MANUAL : 4.0 – MARCH, 2012
PROCEDURE: 1.0 – MARCH, 2012

**INSTRUMENT FOR PRE-ACCESSION ASSISTANCE
HUMAN RESOURCES DEVELOPMENT COMPONENT**

OPERATION IDENTIFICATION SHEET

1. Title and Number of the Operation:

Promoting of Lifelong Learning II in Turkey (LLL II)

2. Operating Structure:

Ministry of Labour and Social Security-EU Coordination Department

3. Organisation Responsible for the Implementation of the Operation:

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4. Compatibility and coherence with the Operational Programme

4.1 Title and number of the Programme:

Human Resources Development Operational Programme- CCI No. 2007TR05IPO001

4.2 Title of the priority axis:

Priority Axis 3: To increase adaptability of workers, enterprises and entrepreneurs, in particular by promoting lifelong learning and encouraging investment in human resources by enterprises and workers.

4.3 Title of the measure:

Measure 3.1: To promote the development and implementation of coherent and comprehensive strategies for lifelong learning.

5. Description of the Operation

5.1 Contribution to the achievement of the Operational Programme:

The Human Resources Development Operational Programme (HRD OP) sets out the programming basis for receiving assistance from Instrument for Pre-Accession Assistance (IPA) funds in human

resources development. The overall objective of HRD OP is “to support the transition to a knowledge-based economy capable of sustainable economic growth with more and better jobs and greater social cohesion”. The HRD OP has four priority axes; employment, education, lifelong learning and social inclusion.

The operation will be implemented in accordance with the Priority Axis 3 of the HRD OP of Turkey, which focuses on adaptability by promoting lifelong learning. The general objective of this priority axis is “to increase adaptability of workers, enterprises and entrepreneurs, in particular by promoting lifelong learning and encouraging investment in human resources by enterprises and workers”.

The operation reflects the priorities set in the priority axis on increasing adaptability of workers, enterprises and entrepreneurs, in particular by promoting lifelong learning and encouraging investment in human resources by enterprises and workers, in particular the need to expand and improve the opportunities of LLL, to increase the adaptability of employees, employers in SMEs and self-employed. The Operation is aiming at the development and continuation of the Life Long Learning activities and the structures built by the previous operation (LLL I). The activities of the first operation are being taken place in 12 NUTSII regions. In order to disseminate the outputs of the first operation and structure all over the country, the activities under this operation will also be conducted at country wide. The operation has been prepared in line with the sectoral approach emphasized in Multiannual Indicative Planning Document (MIPD) that aims to achieve the priorities selected for support in the programming period 2011-2013. Social development is one of these sectors in which Commission’s assistance can be used. The first objective under Social Development sector is effective bringing Turkey closer to the EU policies and parameters of the Europe 2020 strategy, both in terms of strengthening employment and human resources development as well as building institutional and administrative capacity. The limited level of assistance available compared to the needs makes necessary a high degree of thematic concentration in the implementation of Community support. This will be achieved by focusing on a limited number of outputs to be achieved under IPA component I and IV. Furthermore, in order to strengthen the multiplier dimension, assistance will be made available to all regions, with the main part of the support concentrated on the NUTS II regions whose GDP falls below 75% of the Turkish national average. There are types of indicators to measure sectoral developments towards these objectives. This operation will contribute to achievement some of these indicators such as:

- Decreased unemployment rate (particularly among youth in rural areas), reduced level of undeclared employment and increased participation rates in employment particularly for women (including those formerly employed in agriculture).
- Expanded and improved lifelong learning opportunities through the development and implementation of coherent and comprehensive strategies for lifelong learning.

Meanwhile, an amendment of the Turkish education law numbered 222 was adopted by Turkish Grand National Assembly on 01.04.2012 and was approved by the President on 10.04.2012. The law introduces some amendments about current education system:

- 1- Extension of the compulsory education from eight to twelve years;
- 2- Division of the compulsory education to three stages (4+4+4 primary, lower secondary and secondary)

- 3- Flexibility to choose among different school types (general, vocational and technical institutions for, lower secondary school)
- 4- Introduction of optional courses at the level of lower secondary school
- 5- Lowering of the age to start basic education from current six years to following completion of 60 months no later than 72 months of age.

On the other hand, the specific regulations have not been adopted by MoNE yet. The specific regulations to be adopted by MoNE for organisation of VET courses in line with LLL Strategies will be taken into consideration during the drafting process of Terms of Reference of the operation.

5.2 Overall Objective:

The overall objective of the operation is to contribute to developing human resources capacity by promoting lifelong learning in Turkey.

5.3 Operation Purpose:

The purpose of this operation is to improve LLL opportunities through the development and implementation of coherent and comprehensive strategies for LLL.

5.4 Location(s):

The activities of the operation will be implemented at country-wide. The service component will be conducted in 24 provinces, while the grant scheme will be all over Turkey within the budget limitations in the HRD OP.

5.5 Duration: 23 months

5.6 Target group(s):

- Teachers in non-formal and formal VET institutions
- Graduates of primary, lower secondary and secondary schools
- Persons who cannot complete the formal education
- Unemployed adults particularly women
- Managers of education and training Institutions of MoNE
- Staff of Lifelong Learning Institutions
- Staff of NGOs working in lifelong learning field

5.7 Description of the Operation and background:

The operation will support the implementation of measure 3.1 of HRD OP by means of “promoting the development and implementation of coherent and comprehensive strategies for lifelong learning” in order to achieve the envisaged results and targets.

Lifelong learning (LLL) is defined as all learning activities undertaken throughout life with the aim of improving knowledge, skills and competencies, within a personal, social and/or employment

related perspective. Lifelong learning therefore includes all education, training and learning activities promoting the development of knowledge and competencies. It is intended to enable all citizens to adapt to the knowledge-based society and to participate actively in all spheres of social and economic life, thereby being enabled to take more control of their lives. It encompasses formal learning, non-formal and informal learning and there are no restrictions in terms of age, socio-economic status or educational level. LLL is lifelong and life-wide, as learning not only takes place at schools, but also in other areas of life, for example at work, family life etc.

When taken into the consideration of demographic figures and labour force statistics of Turkey, opportunities and important risks are seen simultaneously. According to the TURKSTAT 2012 figures,

- the total population of Turkey is 74.724.269
- half of population is below age 29,7 in Turkey,
- proportion of the population between 15 and 64 years of age is 67,4%(50.346.979 persons),
- 25,3% of the population of Turkey is in the age group of 0-14(18.886.575 persons).

As seen from these figures, Turkey has one of the biggest populations in Europe, and also has one of the youngest population that is a great opportunity for social and economic development. However, Turkey has also the risk of missing this opportunity unless necessary progress on education and training, including lifelong learning has been achieved. Moreover, Turkey will miss out on a major opportunity unless there is substantial progress on reformation in human resources development.

The aim of this operation is to increase employment opportunities and support Turkish Education System with LLL perspective. LLL concerns many concepts such as development of skills and competencies, the overall transfer of qualifications and competencies, horizontal and vertical transitions, modular based formal and non-formal Vocational Education and Training (VET), defining qualifications and the framework of qualifications; lifelong guidance and counselling, effective cooperation among all partners related to education. Turkey attempted to build this structure in the country by the implementation of different operations within the last years.

This operation will address these challenges through service and grant components:

Grant scheme will contribute to promote the development and implementation of coherent and comprehensive strategies for lifelong learning by establishing an institutional framework and capacity within LLL perspectives in line with EU practices so as to support individuals' access to education for increasing employment opportunities within a system designed to assess learning. To realize this objectives grant scheme will be focused on the following issues;

- establishment of Skill Test Centers (STCs) by which validation of prior learning will be realized at least in 3 fields of VET in order to improve the quality and objectivity of the assessment of skills,
- establishment and improvement of networks amongst Vocational Education and Training (VET) units and Foundations/NGOs,
- providing internships for primary ,lower secondary and secondary education graduates in the sector
- providing basic skills courses for unemployed adults particularly women.

Target groups of the grant scheme will be:

- Graduates of primary, lower secondary and secondary education
- Managers and teachers in non-formal and formal VET education institutions
- Unemployed adults particularly women
- Staff of Lifelong Learning Institutions
- Staff of NGOs working in line with lifelong learning field

Grant will be allocated to countrywide. 50 percent of total grant budget will be allocated to 12 NUTS II regions; the rest will be allocated to 14 NUTS II regions.

As regards the service component, this operation will be realized mainly in nationwide, according to the geographic concentration¹, as the continuation of the previous “Promotion of Life Long Learning I in Turkey Operation (LLL I)” which is implemented in 12 NUTSII regions. While LLL I studies particularly on legislation, setting up main pillar of LLL structure, crediting VET training on the level 4 and up, LLL II will study on well-functioning LLL structure by adding new Lifelong Learning Coordination Units (LLLCUs) and by strengthening networks between them, developing and crediting non-formal VET training program on the level 2 and 3, legislation particularly with supportive aspects of transition between formal and non-formal institutions, strengthening network between these LLLCUs and all relevant organizations. Legislative measures study will be kept on the same manner to tune the deficiencies remaining or appearing in the operation of LLL I.

National Educational standards (framework programmes) based occupational standards, consisting of units of learning outcomes and related curricula at levels 2, 3, 4 for both 3 selected fields of VET will be developed/revised and implemented in line with The European Qualification Framework (EQF) and The European Credit System for Vocational Education Training (ECVET) principles. Effective cooperation between relevant institutions with the stakeholders in the scope of LLL principles aiming at employment will be strengthened.

In the operation LLL I, LLLCUs in 12 provinces and one Lifelong Learning Coordination Center in Ankara are being established and relevant legislative measures are being taken. 24 new LLLCUs will be established additionally to expand LLL opportunities in right direction in the provinces. Main tasks of these units are being planned as monitoring and evaluation LLL activities in province, monitoring employment opportunities and trainings in the scope of LLL, enabling communications between relevant institutions, developing provincial action plans. In order to fulfil these tasks, web based software will be updated as a facilitator and its function will be expanded for monitoring and evaluation LLL activities in the province and nationwide.

Since Strengthening the Vocational Education and Training System in Turkey (SVEP), LLL I and Development of the Human Resources through Vocational Training Project (HRD-VET) operations

¹ The geographical concentration will be provided by financial allocation to province selection in implementation activities.

- up to 20 % of the overall OP funding for actions at National Level;
- 55 – 60 % of funding will target the priority 12 NUTS II regions. Hinterland areas will also be able to benefit from the OP funding but the further priority will be given to the 15 Growth Centers within the 12 NUTS II regions.
- up to 20-25% of the overall OP funding may support actions taking place in the remaining 14 NUTS-II regions. In this respect, priority will be given in particular to joint projects between organizations in the 12 NUTS-II regions and organizations outside these regions.

have been studied educational programme at level 4 and 5, preparations of educational framework (programme) on the level 2 and 3 will be particularly supported in this operation. Transition between non-formal and formal institutions, compatibility the education programs on level 2, 3, 4 and consistency with European VET programs will be main aspects of the preparation. Alongside the preparation of educational program, developing sets of qualification test to recognize prior learning compatible with the needs of the labour market on the level 2 and 3 is one of the huge steps of the operation.

To promote the importance of network between training providers, teacher mobility will be realized among private and public VET institutions. 42 institutions will be selected and among them 7 institutions will be awarded as Expertise Centre in 3 VET fields to promote successful teaching example and experience. 7 twinning agreements will be signed between these centers and others institutions. These agreements will ensure cooperation among institutions on teaching, practicing in workplace, benchmarking on educational methods and sharing experience and knowledge on VET.

Comprehensive information and awareness raising activities about LLL in Turkey are crucial to encourage participation of target groups to LLL. Therefore, awareness raising strategy will be developed and relevant visibility events will be realized in nationwide in order to provide information on LLL activities, relevant institutions and their services. Different promotional materials will be provided to the users in order to have more information about the opportunities for education in relation with the employment.

In this operation web based Vocational Career Guidance Systems and Lifelong Learning Information System including "Ploteus Turkey" will be strengthened. Ministry of National Education (MoNE) is conducting e-Vocational Guidance System (VGS). The operation will study to support and improve the system compatible the European Union (EU) guidance tool by developing extra modules in order to expand the existing system. Besides e-guidance, Lifelong Guidance Expert (LLG Expert) will be defined as expertise area by developing an educational program. With this program X number of people from relevant university degree will be trained as LLG Expert.

The Bruges Communiqué on enhanced European Cooperation in Vocational Education and Training for the period 2011-2020 was prepared in the meeting of the European Ministers for Vocational Education and Training, the European Social Partners and the European Commission in Bruges on 7 December 2010. In this meeting, the strategic approach and priorities of the Copenhagen process for 2011-2020 was reviewed. Making lifelong learning and mobility a reality is determined as one of the strategic objectives for the period 2011-2020. Under this objective, flexible training arrangements and all types of learning including in-company training encouraged. Therefore, in this operation, VET teacher's pedagogical and professional competencies will be also increased through in-service trainings for 7 occupational fields in line with LLL strategies.

Quality of Assurance (QA) in VET is an important result to be studied in the operation. QA is getting popular during last years in MoNE. But still it needs to be understood at all level for the reason lack of enough interest among experts to ensure sustainable implementation. After a comprehensive study, all indicators and tools will be defined at all level of VET, a recommendation paper will be prepared for MoNE. A Quality Assurance Team will be established in MoNE to ensure sustainability by conducting further works at Turkish VET system so as consistent with EU acquit.

5.8 Results with measurable indicators:

Service Component:

Result 1: The legislative structure arrangements were developed/revised to facilitate LLL strategies in MoNE, VET institutions, relevant public and private institutions and labor market.

Result 2: VET educational text books were developed to enable horizontal and vertical training mobility at levels 2, 3, 4 for 3 selected fields of VET and implemented in line with EQF, National Qualification Framework (NQF) and ECVET principles.

Result 3: Cooperation between all relevant parties was strengthened in the scope of LLL principles.

Result 4: Comprehensive information and awareness raising activities about LLL in Turkey were implemented.

Result 5: Web Based LLG Information System was developed and Lifelong Guidance expertise (LLG) was introduced into further building human capital in MoNE.

Result 6: The qualifications of VET teachers were developed and the capacity of VET teachers was improved in 3 fields of VET in line with LLL strategies.

Result 7: Quality Assurance (QA) System (indicators and tools) in VET at all level was introduced in line with LLL.

Grant Component:

Result 8: The institutional capacities of relevant units of LLL are improved through grants and LLL approach is spread all over.

5.9 Activities:

- A1. Revising/developing of the legislative structure arrangements to facilitate LLL strategies in MoNE, VET institutions, relevant public and private institutions and labour market.
- A2. Developing VET educational text books enabling horizontal and vertical training mobility at levels 2, 3, 4 for 3 selected fields of VET and implementing in line with EQF, NQF and ECVET principles.
- A3. Strengthening cooperation between all relevant parties in the scope of LLL principles.
- A4. Implementing comprehensive information and awareness raising activities about LLL in Turkey.
- A5. Developing web based LLG Information System and introducing Lifelong Guidance expertise (LLG) into further building human capital in MoNE.

A6. Improving qualifications and capacity of VET teachers in 3 fields in line with LLL strategies.

A7. Introducing Quality Assurance System (indicators and tools) in VET at all level in line with LLL.

6. Implementation arrangements

6.1 Institutional framework:

The overall management of the Operation will be carried out by the following structures:

- Contracting Authority (CA)
- Operation Beneficiary (OB),
- Senior Representative of the Operation Beneficiary (SROB),
- Operation Coordination Unit (OCU).

This operation will be implemented under the Human Resources Development Operational Programme (HRD OP) which is managed by Ministry of Labour and Social Security (MoLSS) as the Operating Structure (OS) which also fulfils tendering and contracting tasks as the HRD Contracting Authority. The OS will be represented by Deputy Undersecretary of MoLSS as the Head of Operating Structure while the CA will be represented by the Head of EU Coordination Department as Programme Authorizing Officer (PAO).

Contracting Authority: The CA will be responsible for tendering, technical and financial management of contracts under the operation. It ensures that all the documents, reports submitted by contractors are duly checked /controlled/ read/ approved by the OB which cooperates with the CA in managing the operation and any other aspects with relevance to the implementation of the Operation.

Operation Beneficiary: MoNE as the operation beneficiary will be responsible for the implementation of this operation. To that end, MoNE will assign a high level manager who will act as SROB that will be the official representative of the OB. OB will establish an OCU which is the responsible body for supervision of implementation of the operation.

Senior Representative of the Operation Beneficiary: The operation will be implemented under the authority of the SROB on the side of beneficiary. The SROB will act as the formal representative of the MoNE and will assume ultimate responsibility for the successful implementation of the operation against the OS. He/she cooperates with the teams responsible to implement contracts (such as grant beneficiaries) ensuring that the tasks are performed in accordance with the pre-defined deadlines and the standards of quality required. He/she will provide preliminary approval of the reports of the contracts, or any technical and financial documents (such as approval of invoices with “read and approved” stamp) or deliverables and outputs, before final approval by the Contracting Authority.

Operation Coordination Unit: The MoNE will establish an OCU in Lifelong Learning Directorate General (LLLDG) which will be adequately staffed composing of an Operation Coordinator and (at least) five experts. The exact number of OCU staff will be determined through the Operational Agreement which will be signed between SROB and Head of Operating Structure. Existence of a professional and stable staff of OCU is guaranteed by MoNE as a crucial factor for the timely and proper implementation of the Operation.

OCU is responsible for supervising the implementation of the operation which may include different types of contracts that will be managed by the CA. It will perform the following tasks (it is not an exhaustive list):

- Following operation activities and working in close cooperation with the teams responsible to implement contracts,
- Coordinate and facilitate processes between SROB, the teams responsible to implement contracts (consultant, contractor, grant beneficiary, TAT, etc.) and the CA regarding any kind of reports, requests, documents which need approval of SROB.
- Ensuring the required coordination with other departments within the MoNE or other institutions related to the implementation of the operation.
- Ensuring timely delivery of all electronic and in paper reports, documents, transactions and information from grant beneficiaries as well as first level check and control of administrative, technical and financial aspects of the reports in accordance with the forms and instructions forwarded by the CA. OCU will act in line with the instructions delivered by the CA in terms of on desk and on spot checks/controls.

6.2 Proposed monitoring structure and methodology:

The overall monitoring of the Operation will be performed by the following structures and tools under the daily supervision and secretariat of the OCU:

- Operation Steering Committee Meetings,
- Operation Monthly Management Meetings (and other if necessary),

Operation Steering Committee (OSC): OSC will be established to serve as a platform to share results achieved, follow-up of progress of the Operation (including different types of components/contracts) and exchange experiences, ideas etc. The SROB will initiate the establishment of a core OSC which will be composed of representatives of OCU, the teams responsible to implement contracts (consultant, contractor, grant beneficiary, Technical Assistance Team (TAT) , etc.), Ministry of Labour and Social Security, Council of Higher Education, the Ministry of National Education (MoNE), MoNE Vocational Education and Training Directorate General (DG), MoNE Board of Education, MoNE Special Education and Guidance DG, MoNE Private Educational Institutions DG, MoNE EU and Foreign Affairs DG, Turkish Employment Agency, Vocational Qualifications Authority (VQA), The Union of Chambers and Commodity Exchanges of Turkey (TOBB), The Confederation of Turkish Artisans and Craftsmen (TESK), The Confederation of Turkish Employers' Organisations (TISK), Turkish Industrialists and Businessmen's Association (TUSIAD), The Confederation of Turkish Trade Unions (TURKIS), HAK-IS Confederation. Contracting Authority and the European Union Delegation in Turkey (EUD) are ex officio members of the Committee. The OSC will meet on a semi-annual basis. First OSC will be organized 6 months after the first service or grant contract signed under the Operation. Organization of OSC meetings is under responsibility of the MoNE which may use TAT when available. Agenda of the OSC and brief note on the issues that will be discussed in the meeting will be provided to the members of the OSC at latest 1 week before. Minutes of OSC meetings will be kept by MoNE (or TAT when available) and submitted to the participants in the meetings for their approvals at latest 1 week after. Minutes, agenda and brief notes can only be sent to the participants after the approval of the CA.

Operation Monthly Management Meetings (OMMM): It will be convened in order to monitor the activities of the operation, discuss and assess the progress of the operation and provide solution to the problems arising during the implementation of the operation. These meetings will be chaired by SROB. Contracting Authority, EUD, OCU and representatives of the contracts composing the operation (such as TAT) will be participants of the monthly management meetings. Minutes of OMMM will be kept by MoNE (or TAT when available) and submitted to the participants in the meetings for their approvals. OCU may organize additional meetings with the teams responsible to implement contracts if necessary.

In terms of grant component of the operation, the CA will perform technical and financial monitoring of grant contracts as well as the verification activities. However, MoNE will perform thematic control of grant contracts which is a type of control to be executed on grant projects implemented under this operation. It is complimentary component of technical controls/monitoring/verification made by CA. It is limited to ensure and control to reach quantitatively and qualitatively to the committed outputs and results stated in this OIS and to serve those outputs and results to the institutional, local and national needs, policy and strategies. Strategy to perform thematic controls will be defined and submitted to the CA when the Operational Agreement is signed.

As regards monitoring of operation on the basis of reports;

In terms of entire operation; MoNE will submit progress reports to the CA on the overall progress of the operation. The format of the progress reports including irregularity reports will be provided by the CA. Progress Reports (PR) will cover the developments (such as technical and financial progress and indicators, achievements, risks and remedial actions etc.) incurred under the operation. PR will be submitted once in a year. Exact timing of submitting PR to the CA will be defined by the OS through the Operational Agreement.

MoNE will prepare Final Component Reports (FCR) when a component (service contract, supply contract, grant scheme) under the Operation is concluded. The format of the FCR including irregularity reports will be provided by the CA. FCR will cover all activities and transactions (such as technical and financial data and indicators, achievements, failures, sustainability, lessons learnt etc.) incurred under the operation. Exact timing of submitting FCR to the CA will be defined by the OS through the Operational Agreement.

In terms of contracts; MoNE with its OCU will ensure that the responsibilities regarding delivery, check, control and approval of documents as stated in 6.1 parts of the OIS are duly performed. Types, frequency and content of the documents and reports will be defined specifically in the relevant tender documents of the contracts.

MoNE is aware of its responsibilities as the OB including reporting requirements which will be defined in the Operational Agreement in detail. MoNE is also aware of that in addition to the reports mentioned above; ad hoc reports may be requested by the Contracting Authority on various aspects or issues related to the implementation of the operation. The content and time of submission of such ad-hoc reports will be agreed between MoNE and the Contracting Authority on a case-by-case basis.

6.3 Required procedures and contracts for the implementation of the operation and their sequencing:

Contracts	Call for Tendering	Signing contract	Contract Completion
Service Contract	QIII 2012	QIII 2013	QIII 2015
Grant Contract	QI 2013	QI 2014	QI 2015

7. Risks and assumptions:

Risks:

- Related NGOs unwilling to participate in the operation.
- Influential stakeholders request additional needs to serve their own purposes.
- Local administrations pose objections.
- Lack of interest, motivation and commitment by the stakeholders to participate the operation activities.
- Lack of expected supports of universities and stakeholders in the pilot provinces and central level.
- Delay of the activities proposed in Lifelong Learning I Operation in Turkey.
- Delay of the establishment process of relevant institutions of lifelong learning.

Assumptions:

- Social partners, NGOs, VQA, Ministry of Development, MoLSS, CoHE (YÖK) and Universities are willing to share ideas and data and able to collaborate at institutional level.
- The commitment of MoNE continues for the capacity building in LLL approach nation-wide.
- National, regional and local administrators are willing and able to collaborate on and support the LLL approach.
- VQA completes institutional building and starts to implement activities in line with its establishment targets.
- MoNE adopts a testing and evaluation method based on modular curricula and ECVET instead of class passing system.
- Dissemination of the Modules Crediting System which has been piloted under LLL I Operation.
- Establishing Skill Test Centers in time, at least 3 fields under grant scheme.
- Establishing of Web Based Lifelong Learning Information System in Turkey.
- Good coordination of the operation activities.
- Active participation of the students, teachers, school administrations, families and NGOs in the operation activities.
- Political and institutional stability and a smooth implementation of IPA instrument all over the period of execution of the operation continue.

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

This operation is contributing to the development of LLL system so the changes in the system will affect not only the target groups taking part in the activities but also all the people regarding the LLL system. Personnel from MoNE, members of stakeholders and NGOs will be trained.

All activities planned, especially capacity development activities and Grant scheme, will be organized for the development of a LLL system, therefore the operation will contribute to people from all parts of the society including unemployed adults particularly women. At the Grant Guideline there will be a special emphasis on the support for increasing employment of adults.

Also, the Strategy and Action plans that will be prepared in the operation will include different activities regarding LLL system so they will have a multiplier effect of the operation outputs. Operation target groups (students and teachers in VET institutions, graduates from primary, lower secondary and schools, students and teachers in non-formal education institutions, unemployed people especially women in 12 NUTS II Regions, unemployed adults particularly women, staff of MoNE, LLLCC and LLLCUs) will be effected by;

- networks of LLLCUs that will aim employment,
- awareness raising activities that will inform them about learning opportunities
- National Lifelong Guidance System support them to orient appropriate employment and learning opportunities
- Web based Lifelong Learning Information System in Turkey which will offer them to easy access all over the country,
- Validation of prior learning which will help them vertical and horizontal transfer in/between formal and non-formal learning.
- Grant Scheme which will have a special emphasis on the support for increasing employment of adults.

24 LLL coordination units and the support groups will serve for the active cooperation between relevant bodies so they will be responsible for all the institutions regarding LLL system. Development of National Educational standards based on NQF will be new opportunities for the people for good qualifications and recognition in the European context. New strategies will be developed considering the coordination centers, support groups and other systematic changes structured by this operation. In the operation, grant component will focus unemployed adults especially women by offering new training opportunities that will help them to reach employment opportunities.

9. Sustainability:

Responsibilities for different institutions will be undertaken with National Strategy and Policy papers. So by this way, different activities will be implemented regarding the action plans after the operation period by ensuring the operation sustainability. LLL Coordination Center and Units, the support groups will be consisting of MoNE personnel so the structures will operate after the operation period. This operation is developing the VET system which will be promoted regarding the LLL principles with Transferability and Recognition of Qualifications and Competencies, validation of prior learning and so on. The change of the system regarding LLL principles (validation of prior

learning which will facilitate vertical and horizontal transfers of the individuals; VET teacher's in services training which will develop their competencies; LLLCU networks which will promote the employability of the individuals; national web portal which will be one stop instrument to provide lifelong learning and guidance opportunities; e-learning system which will support the modular VET training and distance learning) will be ongoing after the operation period by ensuring the operation sustainability.

Establishment of STCs in the provinces will be sustainability of the operation on highest level. Educational qualifications and national educational standards based on NQF will open European dimension for the education and employment and establishment of the new institutions will be intervention for longer period for quality assurance. Also, capacity development and awareness raising activities will be conducted for ensuring the sustainability of the built structures and the change in the systems.

NGOs, formal and non-formal educational institutions, local administrations and other related institutions will also contribute to the sustainability of the operation through Grant Schemes. One of the most important award criterion of the Grant Scheme will be sustainability of the activities, financially, institutionally, policy level and environmentally. During the implementation of grants, LLL understanding will be tried to turn into a life style among target groups and all participants.

LLL is one of the theme subjects in 2010-2014 Strategic Plan for Ministry of National Education. It has its own article on Strategic Plan. Since LLL operation, its outputs and its sustainability is a priority subject for MoNE, this process has its own budget. The government allocates the budget necessary to implement activities taking part in the action plan which is prepared according to the strategic plan for each year. MoNE will take over the structure (Assesment and Certification Center, LLLCU networks, national lifelong guidance system, national web portal and validation of prior learning) established by the operation.

10. Horizontal Issues:

One of the objectives of the LLL in the field of training and employment is to guarantee equal opportunities. The principle of ensuring equal access to services for men and women and for will be established as one of the main criteria in the selection of beneficiaries of LLL 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 based on sex, race, or religion. The operation will take care of environmental safety in all activities. This operation has no negative impact on vulnerable persons all necessary measures will be taken to increase participation of disadvantaged persons. Target group of the operation is, especially unemployed women and unemployed adults.

Lifelong learning is an important tool in the fight for poverty and discriminations, and ensures equal opportunities to access formal and informal education for all members of society. Education is a fundamental human right which has the potential to empower people to exercise their civil, political, economic, social and cultural rights. To build democracy and social cohesion, LLL requires the active participation of civil society in order to realize training and foster employment opportunities.

In regards to good governance, “Partnership approach” in all activities under this operation will be used by taking into consideration contributions of social partners and private sector. In addition MoNE, as operation beneficiary, will ensure transparent, objective and impartial implementation operation.

The activities of the operation take into consideration both the well-being of the natural environment and of the society and the economy in order to ensure sustainable development which is a must.

11. Links with other IPA component measures:

This operation is linked with and complementary to the UYEP project of Strengthening Vocational Qualifications Authority (VQA) and National Qualifications System (NQS) in Turkey (Beneficiary: VQA), which is being conducted under IPA 1. The objective of the project is to provide technical assistance to support the Vocational Qualifications Authority (VQA) and Occupational Standards Development, Vocational Knowledge and Skills Testing and Certification (VOC-TEST) Centres in establishing and initiating an efficient and sustainable National Qualifications System (NQS) based on agreed occupational standards with an appropriate system for assessment, grading and certification at all levels in line with EQF.

The other important project started by 2010 and being implemented under IPA-1 by MoNE is “Increasing the capacity of pre-school education” which aims to increase the accessibility and quality of preschool education. Lifelong Learning comprises all phases of learning, from pre-school to post-retirement. The Project was developed to enable each individual to improve his/her knowledge, skills and competencies and to use them optimally.

Total Budget of the Operation: 15.000.000 €