

Ref. No.	Project title		International Methods Database for Vocational Orientation in Group Settings- Naviguide					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey Austria Ireland Poland Croatia	300 475.00	20	4 LTE 2 STE	Austrian National Agency	EU	11/2011-10/2013	Abif, (Austria), KARDER (Turkey), Academy of Management (Poland), Algebra (Croatia), Ballymun Job Centre (Ireland), Itinéraires Formation (France)
Detailed description of project						Type of services provided		
<p>The Leonardo da Vinci project NAVIGUIDE intends to transfer and expand an existing Austrian "guidance methods" database, a product officially owned by the Austrian Public Employment Agency AMS (www.ams-forschungsnetzwerk.at), into the European guidance system. The database developed between 2008 and 2010 contains more than 400 methods for guidance in group settings. NAVIGUIDE will establish this guidance methods database as a common knowledge base for European career counsellors, as various studies have shown that the quality of career counselling across Europe is affected by heterogeneous training.</p> <p>Within the scope of the project, a survey with career counsellors who work in group settings will be carried out in each partner country (Austria, Croatia, France, Ireland, Poland, Turkey) in order to select 100 guidance methods for translation into the different national languages. Career counsellors will be trained in these methods in at least 6 one-day workshops (38 workshops altogether) in different European regions. Aside from the platform and workshop evaluations, an ex-post evaluation will show how applicable the methods are in everyday practice of guidance in group settings. Key products of the projects will be a CD-ROM with 100 guidance methods, a methods guidance handbook as well as an online methods database in the different languages of the partner countries.</p>						<ul style="list-style-type: none"> • Conducting survey with guidance practitioners in partner countries, • Determining guidance methods and tools responding to needs of each partner country • Delivering trainings on using selected guidance methods and tools in partner countries (6 training programme for each country) 		

Ref. No.	Project title		Technical Assistance for the Capacity Building of Ministry of Labour and Social Security on Social Policy and Employment Acquis					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	160.000,00 €	70	3 LTE	Ministry of Labour and Social Security	EU&TR	06/2011-12/2011 (foreseen date)	IBF International Consulting
Detailed description of project						Type of services provided		
<p>The global objective of the project is to assist in the better management and coordination of negotiation process of the Chapter 19 by upgrading the skills and knowledge of civil servants of the MoLSS and staff of social partners.</p> <p>The specific objectives are to increase the knowledge of relevant civil servants of MoLSS and the staff of social partners and relevant institutions on the acquis in the field of social policy and employment, as well as to assist in the preparation of fully applicable, detailed and comprehensive table of concordance in the fields covered by Chapter 19.</p> <p>KARDER has provided 1 team leader and 2 senior training experts for the project.</p>						<ul style="list-style-type: none"> • Delivering trainings on acquis, EU policies and practices in the field of social policy and employment • Delivering trainings on Labour Law, Social Dialogue and Occupational Health and Safety (OHS) directives • Delivering trainings on Equality and Soft Law Module • Preparation of the table of concordance on Chapter 19th for comparing the level of harmonization of national legislation with acquis • Developing training curriculum, training materials and providing reference materials 		

Ref. No.	Project title		Technical Assistance for the First Interim Evaluation of Human Resources Development Operational Programme					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	184.080,00 €	30	1 LTE	Ministry of Labour and Social Security	EU&TR	05/2011-10/2011	IBF International Consultant
Detailed description of project						Type of services provided		
<p>Global objective of the project is to make an independent evaluation of the overall relevance, effectiveness and efficiency of the implementation of the HRD OP with a view to provide all the stakeholders with reliable data, analysis and feedback that will help the upcoming OP revision exercise.</p> <p>The specific objectives of the project are;</p> <ul style="list-style-type: none"> To assess relevance, efficiency, effectiveness of the programme. to assess the complementarity between the HRD OP and Regional Competitiveness Operational Programme (RC OP), to provide data on the output and result indicators agreed upon in the HRD OP that cannot be obtained through monitoring system, to assess the achievement of the horizontal principles, to identify best practices, factors for success and failure and provide recommendations to improve the remaining programming and implementation of the HRD OP. <p>KARDER has provided Education Expert to the project.</p>						<ul style="list-style-type: none"> Analysis of previous evaluation result Reviewing programme output and results Collecting data on indicators not provided through the regular monitoring system Making an overall examination of the HRD OP's programming, monitoring and evaluation structures and procedures Analyzing the role of national bodies, the relations/co-ordination with local authorities, institutions, beneficiaries and other stakeholders, the commitment of all the stakeholders 		

Ref. No.	Project title		Training Civil Servants of Turkish Radio and Television- 2011					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	4.000,00 €	100	9 STE	Turkish Radio and Television	TR	02/2011-03/2011	NA
Detailed description of project						Type of services provided		
<p>The project aims at increasing the basic occupational knowledge of the civil servants of TRT through a series of trainings covering the fundamental knowledge ranging from legal issues to public relations. KARDER has organized the trainings and provided 9 short term experts to deliver the training topics.</p>						<p>Some of the training topics covered by the project are;</p> <ul style="list-style-type: none"> • Communication • PR • Human Rights • Turkish Constitution • History of Turkish Revolution • State Organization • Correspondence 		

Ref. No.	Project title		Consulting and Training Service to East Mediterranean Development Agency (DOGAKA) on Conducting Training Need Analysis and Delivering Trainings					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	10.000,00 €	50	1 LTE 6 STE	East Mediterranean Development Agency	TR	08/2010-12/2010	EDUSER Consultancy
Detailed description of project						Type of services provided		
<ul style="list-style-type: none"> Conducting Training Need Analysis and Delivering Trainings: Planning training curriculum for the staff of the Agency, members of Executive Board and grant beneficiaries on topics including but not limited to : Project Cycle Management, Regional Development, Strategic Planning, Performance Management, Statistical Data Gathering and Data Analysis, Visibility, Human Resources Planning, Monitoring and Evaluation, Self-Development, Innovation, Risk Analysis, Labor Law, e-commerce, Quality Systems, etc. Research Activities and Strategic Planning: Developing a master plan on research activities to be carried out in the area to ensure economical, social and cultural development 						<ul style="list-style-type: none"> Delivering training to staff of agency Delivering trainings to Executive Board Delivering trainings to Grant Beneficiaries Developing research master plan 		

Ref. No.	Project title		Consulting and Training Service for Developing the Strategic Plan of Turkish Radio and Television Higher Council (RTUK)					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	27.000,00	100	1 LTE 1STE	Turkish Radio and Television Higher Council	TR	04/2010-10/2010	NA
Detailed description of project						Type of services provided		
<p>The overall objective of the service is to develop the strategic plan of RTUK for the years 2011 and 2015 and provide consulting and training services to increase the capacity of staff. The services to be provided are:</p> <ul style="list-style-type: none"> • planning strategy development process • delivering trainings to the management and staff regarding the strategy development and planning process and reporting • organizing strategy development meetings • environmental scan and analysis (internal and external) • Finalization of the strategy paper 						<ul style="list-style-type: none"> • Consulting service • Delivering trainings on strategic thinking and planning, environmental scan, organizational change, developing vision and mission of the organization, strategic change management, etc. 		

Ref. No.	Project title		Technical and Vocational Education and Training Reform Programme in Egypt-TVET Contract 5: Training Session Programme					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Egypt	2 Million	10	1 Key Expert	European Profiles	EC	10/2008 04/2011	NA
Detailed description of project						Type of services provided		
<p>The Technical and Vocational Education and Training (TVET) System Reform Programme is a joint intervention by the European Commission and Government of the Arab Republic of Egypt in Egypt's education and training sector. The aim of the TVET Reform Programme is to address the significant shortage of skilled labour in Egypt and its resulting impact upon the competitiveness of Egyptian enterprises in domestic and international markets.</p> <p>KARDER has provided a key expert on job seeker guidance and vocational guidance to the TVET project to work under the Contract 5: Training Session Programme. The Programme supports reform in policy advice, institution and capacity building as well as processes and systems upgrading with a view to creating an effective national demand-driven TVET reform policy platform along the lines of international best practice. The Training Session Programme (TSP) will contribute to improving the competitiveness of the Egyptian enterprises on domestic and international markets." In particular, the TSP will support the development of human and institutional capacity for the formulation and implementation of a national TVET reform policy." TSP gives emphasis to:</p> <ul style="list-style-type: none"> ▪ Raising the capacities of Egyptian officials in the key institutions according to the Programme objectives. ▪ Assuring that key processes in TVET formulation and delivery are functional. ▪ Modernizing the training/guidance principles in TVET delivery. 						<ul style="list-style-type: none"> • Establishing Vocational Guidance Counselling Systems • Measuring and assessing in vocational guidance and counselling • Coaching as a Tool in Cooperative Training Measures • Job Seeker Active Employment / Labour Market Programs • Managing Employment Promotion through Monitoring & Evaluation and Management Information Systems • Structuring and Designing a VET Information System 		

Ref. No.	Project title		Preparation of Development Strategy of Aksaray Province					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	60.000,00	100	1 LTE 1STE	Special Provincial Administration	TR	11/2009 11/2010	NA
Detailed description of project						Type of services provided		
<p>The project aims at developing and designing development strategy of Aksaray Province. To this end, following project activities will be realized:</p> <ul style="list-style-type: none"> Analyzing current situation in industry, agriculture and tourism sectors in Aksaray Identifying future strategies to develop these sectors Encouraging micro project initiatives in province Determining innovative investment areas 						<ul style="list-style-type: none"> Trainings to the personnel of Special Provincial Administration Consulting services regarding the development of the development strategy 		

Ref. No.	Project title		Support to VET, Labour Market and LLL Systems in the northern part of Cyprus-VETLAM					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	northern part of Cyprus	1.400.000	15	1 Key Expert 3 STE	German Education and Training	EU	02/2009 11/2009	NA
Detailed description of project						Type of services provided		
<p>The overall objective of the VETLAM project are;</p> <ul style="list-style-type: none"> to establish a system for upgrading skills of labour force (employed and unemployed) to improve the quality of the VET system and its relation with the labour market by establishing an apprenticeship system; to improve functioning of employment services introducing the concepts of Career Counselling and Life-Long Learning (LLL) and support more flexibility and innovation in the Labour market; to improve inclusion of disadvantaged groups (groups at distance to the labour market) in the labour market; to raise public awareness about the importance of the VET education reform process and secure the support and involvement of the population and the business community. <p>KARDER has contributed to the project by providing a Key Expert on Career Counselling and LLL, an International Senior Expert on Career Counselling and 2 International Junior Experts on Career Counselling and LLL.</p>						<ul style="list-style-type: none"> Conducting research and assessment of present LLL activities and Career Counselling Supporting the establishment of LLL Centres of employers/chambers and recommendation in a workshop Capacity Building of ES staff and VET teachers on Career Counselling and LLL Delivering trainings to the participants from Employment Service, VET teachers and Social partners organizations on career counselling, lifelong learning, strategic management, innovation, international competitiveness, job matching and replacement services, job searching skills, etc. 		

Ref. No.	Project title		Developing and Delivering Innovative ICT Vocational Guidance Services-VIRTUAL GUIDANCE					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey Austria Romania Italy	302.427,00	100	3 LTE 2 STE	Turkish National Agency	EC	11/2009-10/2011	<ul style="list-style-type: none"> • ABIF/Austria • Institute for Educational Sciences-IES/Romania • Turkish Employment Association/Turkey • EDUSER/Turkey • Dijitek Tech./Turkey • Ankara University/Turkey • Hak-Is Trade Union/Turkey
Detailed description of project						Type of services provided		
<p>The overall objective of the project is to contribute to employment sector in Turkey by upgrading the competencies of career counsellors who are one of the main catalysts between employers and employees. The specific objectives of the project are listed below:</p> <ul style="list-style-type: none"> • To transfer and adapt criteria and models to enable career counsellors both to evaluate existing ICT-based resources, and to develop new materials. • To develop new attitudes to the use of the ICT in guidance, to enable practitioners to see new technologies as tools to support daily practice 						<ul style="list-style-type: none"> • Translating and adapting ICT competences Map and other documents related to ICT and guidance. • A survey of practitioners' views on the role of ICT in their work, and their perceived training needs through detailed questionnaires. • Preparation of the training program based on defined training needs based on the map. • Preparation of modular training materials. • Development of web based software and piloting of the system. 		

Ref. No.	Project title		Guidance Quality Measures for Job-Seekers in Group Settings- GUIDE ME!					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Austria Turkey Bulgaria Lithuania Greece Poland	268.030,72	25	3 LTE 1 STE	Austrian National Agency	EC	10/2009-09/2012	<ul style="list-style-type: none"> Znanie Organization Sofia/ Bulgaria Hellenic Association for Adult Education/ Greece The Studio of Self-Awareness and Self-Realization/ Lithuania Academy of Management/ Poland Ankara University/ Turkey Turkish Employment Organization/ Turkey
Detailed description of project						Type of services provided		
<p>The overall objective of the project is to achieve the internationalization of quality measures in vocational orientation and career guidance. The project activities are:</p> <ul style="list-style-type: none"> To develop quality standards for vocational guidance in group settings To develop e-learning curriculum for quality implementation in vocational guidance taking place in groups of job-seekers: theory modules and best practices To prepare online e-library on quality in vocational guidance 						<ul style="list-style-type: none"> Reporting on the guidance in groups quality situation in Turkey including 4 best practices Organization and implementation of 4 two day valorisation workshops in Turkey Participation in the evaluation of the valorisation and dissemination phase 		

Ref. No.	Project title		Creating Value at European level in Retail sector by ICT based vocational Materials-CVs in Retail					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/ended)	Name of partners if any
KARDER	Turkey Greece Italy	267,557.00	15	3 LTE 1 STE	Turkish National Agency	EC	12/2008-11/2010	<ul style="list-style-type: none"> Commercial and Official Employees Union of Turkey (TEZKOOP-IS) Gazi Vocational Training Centre/Turkey Confederation of Trade Unions in Turkey/Turkey EDUSER/Turkey Centro Servizi s.r.l./Italy VFA/Greece
Detailed description of project						Type of services provided		
<p>The project aims at contributing to the validation of the informal and non formal training in Turkey, in partner countries, at EU level as a whole by transferring a successful model in retail sector from Germany. The partners aim to increase the quality of human resources by updating of vocational qualifications, adapting training programs and testing of certification methodologies from previously implemented projects at EU level. The project will contribute to enhancement of the quality of vocational education systems. The project activities are:</p> <ul style="list-style-type: none"> Defining the vocational qualifications, Establishing Continuous Training Centre within TEZKOOP-IS, Defining the training needs of the workers in the sector and updating their skills and competencies. Enabling continuous training activities in line with LLL. Updating the competencies of the workers in accordance with the changing labor market and the technology. 						<ul style="list-style-type: none"> Defining the vocational qualifications, Establishing Continuous Training Centre within TEZKOOP-IS Defining the training needs of the staff of TEZKOOP-IS Union regarding the establishment of continuous training centre. 		

PROJECT REFERENCE

Ref. No.	Project title		Technical Assistance to the EC Delegation in Ankara for Monitoring the Implementation of the Active Labour Market Measures Grant Scheme					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	161.034,00	40	1 LTE	IBF International Consulting	EC	02/2009 06/2009	IBF International Consulting
Detailed description of project						Type of services provided		
<p>The global objective is to assist the EC Delegation in Ankara to fulfil its monitoring functions within the framework of the decentralized implementation system.</p> <p>The specific objective is to assist the EC Delegation to monitor the implementation of the EU funded Active Labour Market Measures grant scheme.</p> <p>KARDER has contributed to the project by providing an expert as the Team Leader of the project.</p>						<ul style="list-style-type: none"> Analyzing the monitoring system established to monitor the project by Turkish authorities. Revising the documents and conducting interviews with the parties involved in the monitoring Analyzing whether the contracted projects are implemented in line with the objectives of the guidelines for applicants, relevant applicable EU rules (PRAG), as well as with the provisions of the individual contracts. Conducting monitoring visits to at least 75 selected projects in the 28 provinces Reporting the outputs to the ECD. 		

Ref. No.	Project title		Basic Training for the Civil Servants of Turkish Radio and Television Cooperation-TRT					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	14,890,00	100	12 LTE 1 STE	Turkish Radio and Television Corporation TRT	TR	03/2009- 04/2009	NA
Detailed description of project						Type of services provided		
The project aims at increasing the basic occupational knowledge of the civil servants of TRT through a series of trainings covering the fundamental knowledge ranging from legal issues to public relations.						Some of the training topics covered by the project are; <ul style="list-style-type: none"> • Communication • PR • Human Rights • Turkish Grammar • Turkish Constitution 		

Ref. No.	Project title		Career Guidance of Street Children to the Areas of Science, Technology and Innovation					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	85.312,17	100	4 LTE 3 STE	Secretariat General for EU Affairs	EU	12/2007-12/2008	Turkish Labour Unions Confederation-TURK-IS
Detailed description of project						Type of services provided		
<p>The project aims to provide street children in Ankara, who have limited or no access to basic services, with career counselling services and guiding them to the areas of science, technology and innovation. In so doing, preventing forced child labour and protecting the rights of children.</p> <p>Other objectives of the project are:</p> <ul style="list-style-type: none"> • Via inventory study, to determine the personality type, attitudes, skills and interests of street children and to direct them to right areas of education and therefore contributing to withdrawal of street children from streets; • To inform parents of street children about the attitudes, skills and interests of the children and educating them about the prevention of the forced child labor; • To ensure the sustainability of the project through training the experts and trainers working at the Greater Municipality of Ankara Street Children Protection Center about career counseling and life long learning. • To contribute to the inclusion of street children in education; • To raise awareness among all official and private public agencies and NGOs providing direct or indirect services regarding forced child labor and to contribute these institutions to come up with solutions to forced child labor. 						<ul style="list-style-type: none"> • To provide street children at Greater Municipality of Ankara Street Children Protection Centre with career counselling services based on focus-group interviews via inventory study, • To determine the personality type, attitudes, skills and interests of street children, • To inform the parents about the interests and capacity of their children and raise consciousness among them, • To guide the children to the right education centres and to provide successful children with scholarships based on their interests and abilities, • To train the experts working at Street Children Protection Centre on career counselling and occupational guidance. • To organize awareness-raising, visibility conferences and project closing conference and to create public awareness by means of mass media. 		

Ref. No.	Project title		Specialization Training for Experts of Turkish Radio and Television Higher Council (RTUK)					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	10.420,00	100	15 LTE 2 STE	Turkish Radio and Television Higher Council (RTUK)	TR	11/2008-12/2008	NA
Detailed description of project						Type of services provided		
<p>The project aims at increasing the expertise knowledge of the junior experts of RTUK. The junior expert received a range of trainings contributing to the expertise areas mostly regarding the media studies.</p>						<p>Some of the training topics covered by the project are;</p> <ul style="list-style-type: none"> • Media Ethics • Media and Democracy • Media and Violence • Intellectual Property Rights • Freedom of speech 		

Ref. No.	Project title		Consulting and Training Service for Developing the Strategic Plan of Grand National Assembly of Turkey-TBMM					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	30.654,00	100	1 Senior 1 Junior	Grand National Assembly of Turkey (TBMM)	TR	04/2008-12/2008	NA
Detailed description of project						Type of services provided		
<p>The project aims at delivering a preparatory training to the staff of TBMM before developing the strategic plan of the institution and developing the strategic plan paper of it.</p> <p>The specific objective of the project is to establish an organization culture focused on strategic planning and lifelong learning. Within the project activities the staffs of the TBMM were trained about the topics listed on the right column.</p> <p>Following the trainings, a team consisting of various staff from different departments and KARDER expert developed a strategic plan for TBMM:</p>						<p>Some of the training topics covered by the project are;</p> <ul style="list-style-type: none"> • Strategic management • Strategic thinking • Strategic planning • PEST and SWOT Analysis • Organizational Evolution • Developing scenarios • Change management 		

Ref. No.	Project title		Employment and Enterprise Development Project Based on Intersectoral Cooperation- Cukurova Region- Phase 1					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	155.761,00	70	5 LTE 10 STE	BTC via EDUSER	BTC	01/2008-06/2008	EDUSER
Detailed description of project						Type of services provided		
<p>The overall objective of the project is to contribute to improving the quality of life of people living in the Cukurova region based on sustainable income.</p> <p>The specific objective of the project is to establish and implement sustainable models of job creation, self-employment and business development appropriate to the regional structure and development tendencies of the Cukurova region.</p> <p>The expected results of the project are;</p> <ul style="list-style-type: none"> To establish a model based on development of regional employment; To increase the interest in employment and business development issues with improved attitudes and cooperation at relevant public and private institutions at regional level; Provision of appropriate skills training and placement support services to job seekers; To provide technical support to aspiring and existing entrepreneurs through the project. <p>The target groups of the project, with priority to women, young people and those who are under risk of losing their traditional sources of income due to industrialization, are:</p> <ul style="list-style-type: none"> Job seekers, Those who want to build up a business, SMEs willing to develop their business. 						<ul style="list-style-type: none"> Analysis of the region's labour force demand, Analysis of the region's labour force supply, Generating SME support services and working on clustering of SMEs, Analysis of the basic elements determining the labour force supply and demand in the region like investments, incentives and vocational training, Analysis of new fields of business activity, Organizing meetings and interviews with the public and private companies and with job seekers and SMEs in the region, Organizing meetings with investors in the region to determine the investment potential in the region, Research issues on entrepreneurship and SME development, Model design and road map, Designing and applying questionnaires for large business and SMEs 		

Ref. No.	Project title		Strategic Planning and Performance Management Services to Privatization Administration					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	15.217,39	100	1 LTE 1 STE	Privatization Administration (Turkey)	TR	05/2007-05/2008	NA
Detailed description of project						Type of services provided		
<p>The project aims to generate a solid strategic planning for Privatization Administration (Ozellestirme Idaresi), so to modernize, and improve the capacity and the services of the Administration.</p> <p>The project also has been contributing to the lifelong learning of the personnel of Privatization Administration by implementing the following activities:</p> <ul style="list-style-type: none"> • On job training of Privatization Agency staff on strategic planning; • Developing Strategic Action Plans • Developing a model of performance evaluation system applicable to PA; • Determining personnel competency in related department; • Testing and Implementing the developed model 						<ul style="list-style-type: none"> • Provided training to PA, HR department personnel; • Providing performance evaluation system and testing it. • Providing competency criteria for various positions; • Developing competency models in various positions. • Generating Action Plans 		

Ref. No.	Project title		Establishing Performance Evaluation System of Turkish Petroleum Corporation-TPAO					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	13.586,95	100	1 LTE 1 STE	Turkish Petroleum Corporation (TPAO)	TR	5/2006-3/2007	NA
Detailed description of project						Type of services provided		
<p>The project aims to modernize the employment services of Turkish Petroleum Corporation–Turk Petrolleri Anonim Ortakligi- TPAO by improving the human resources management system of the corporation and establishing performance evaluation system.</p> <p>The project has the following activities:</p> <ul style="list-style-type: none"> • Training of TPAO Human Resources Department staff on performance evaluation; • Developing a model of performance evaluation system applicable to TPAO; • Determining personnel competency in every department and positions; • By setting competency criteria for the personnel, increasing the capacity of the corporation; • Testing and implementing the developed model. 						<ul style="list-style-type: none"> • Provided training to TPAO HR department personnel; • Providing performance evaluation system and testing it. • Providing competency criteria for various positions; • Developing competency models in various positions. 		

Ref. No.	Project title		Basic and Preparatory Training for the Junior Experts of Turkish Radio and Television Higher Council (RTUK)					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	7.065,00	100	12 LTE 1 STE	Turkish Radio and Television Higher Council (RTUK)	TR	11/2007- 12/2007	NA
Detailed description of project						Type of services provided		
<p>The project aims at increasing the professional knowledge of junior experts working at RTUK through a series of basic and preparatory trainings. The training covers a broad range of topics which are designed to prepare the junior experts to their work life and to contribute to the life learning processes of them.</p>						<p>Some of the training topics covered by the project are;</p> <ul style="list-style-type: none"> • Turkish Constitution • Organizational communication • Laws and regulations regarding civil servants • Protocol laws • Media and ethics • Public administration 		

Ref. No.	Project title		Impact Assessment of “Modernization of Vocational Education and Training in Turkey” (MVET)					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	33.000,00	60	1 LTE	European Training Foundation -ETF	European Training Foundation ETF	09/2007-12/2007	AGMIN Italy
Detailed description of project						Type of services provided		
<p>The Modernization of Vocational Education and Training (MVET) project was focused on the improvement of the quality and relevance of VET teacher training (TT) in Turkey and designed to assist the Turkish Government, through the Ministry of National Education, in the process of innovation of the teachers training system by improving its standards and relevance and contributing to strengthening the provision of vocational education and training.</p> <p>The <u>overall objective</u> of this impact assessment is to document and assess the progress made in the reform of vocational teacher training in Turkey through the MVET project.</p> <p>The <u>specific objectives</u> of the impact assessment are:</p> <ul style="list-style-type: none"> to contribute to national policy discussions on the reform of vocational teacher training in Turkey by describing, analyzing and evaluating where the country is now after the MVET project and what the project has contributed, with the aim of consolidating and help taking forward project outcomes to identify next strategic policy steps in the reform of the organization of the VET teacher training system. to enhance national ownership and ensure sustainability of VET TT reform in Turkey by setting up a national Steering Committee for the assessment, organizing joint meetings with university faculty staff, carrying out dissemination events, and presenting findings and recommendations of the assessment at a national event. 						<ul style="list-style-type: none"> Assessment of project outputs and generation of policy tools for future projects Develop a questionnaire with support of ETF for quantitative assessment Site visits to 14 faculties-36 departments/training programs being supported by MVET. Face to face questionnaire sessions with <u>195 informants</u> in supported departments Organizing workshops with faculty members, social partners, high school teachers, students and related local administrators to discuss on the future teacher training strategy. Development of policy paper on the transformation of Vocational Education and Technical Education Faculties, based on the results of Impact Assessment. 		

PROJECT REFERENCE

Ref. No.	Project title		To Support the Municipalities of Diyarbakır, Şanlıurfa, Gaziantep and Erzurum for the preparation of Terms of Reference for the service tender					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	19.000,00	33	1 Social Policy Expert	CFCU	EC	04/2007-09/2007	AGMIN Italy
Detailed description of project						Type of services provided		
<p>The project aims to strengthen capacity of selected municipalities to gather data and to set up databases for strategic action plans regarding migration and urban social policy.</p> <p>The other objectives of the assignment are;</p> <ul style="list-style-type: none"> to assist the Municipalities of Diyarbakır, Şanlıurfa, Gaziantep and Erzurum for the preparation of Terms of Reference for the service tender to assist the Municipalities of Diyarbakır, Şanlıurfa, Gaziantep and Erzurum for preparation of Technical Specifications and Market Research for the supply tender in accordance with the EU-PRAG rules. In so doing, enhancing the capacity of municipalities and governorships to plan, provide and manage public services for a rapidly growing urban population and support them to adopt measures that will assist the integration of migrant communities into the economic and social life of the city. 						<ul style="list-style-type: none"> The preparation of terms of reference for the service tender, which will be launched under capacity building component of the project. Draft clarifications regarding the questions about ToR of service tenders are to be provided by the Consultant. 		

Ref. No.	Project title		Evaluation of Active Labour Market Project New Opportunities Program in TURKEY					
Name of legal entity	Country	Overall project value (€)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
KARDER	Turkey	50.000,00	80	4 LTE 1 STE	European Training Foundation (ETF)	European Training Foundation (ETF)	06/2006 12/2006	<ul style="list-style-type: none"> •Turkish Employers Association (TISK), •Turkish Labour Union Association (TURK-IS) •EDUSER Consulting
Detailed description of project						Type of services provided		
<p>The Active Labour Market Project aimed at assisting the Turkish Government in the design, development and implementation of effective employment policy measures and services aligned with the European Employment Strategy.</p> <p>Evaluation of Active Labour Market Project New Opportunities Program is one LOT of the Project, National Observatory Study, that TISK, TURK-IS and Eduser are jointly implementing. KARDER has undertaken the responsibility of LOT 1 and assigned 5 key experts, including key Board members to implement the project. The project aims to evaluate the first EU funded grant scheme program (ALMP) in Turkey. The project activities include but not limited to the training of ISKUR (Turkish Employment Organization) project monitoring team; developing grant beneficiaries questionnaire; developing program participants questionnaire; drawing sample; collecting qualitative and quantitative data; site visits to 50 grant beneficiary organizations in 17 provinces in Turkey; data collection; data analysis; research report writing and dissemination of research results.</p>						<ul style="list-style-type: none"> • Provided training to ISKUR monitoring team; • Designed and developed methodology of project evaluation; • Developed two sets of questionnaires and applied to grant beneficiaries and program beneficiaries; • 50 sites visited all over Turkey. • Provided in-depth interviews of beneficiaries and project stakeholders; • Provided an analysis of collected data and submitted a draft report to ETF. 		