



**NATIONAL OCCUPATIONAL STANDARD**

**CUTTER**

**(LEATHERCRAFT)**

**LEVEL 3**

**REFERENCE CODE / 11UMS0129-3**

**OFFICIAL JOURNAL DATE-ISSUE: 21/3/2011 – 27881 (Repeated)**

<b>Occupation:</b>	<b>CUTTER (LEATHERCRAFT)</b>
<b>Level:</b>	<b>3<sup>1</sup></b>
<b>Reference Code:</b>	<b>11UMS0129-3</b>
<b>Standard Developed by:</b>	<b>ISTANBUL TEXTILE AND APPAREL EXPORTERS' ASSOCIATIONS (ITKIB)</b>
<b>Standard Verified by:</b>	<b>VQA Sector Committee for Textile, Ready- Made-Clothing, Leather</b>

<sup>1</sup> Qualification level of occupation is set as level (3) in octal (8) level matrix.

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### TERMS, SYMBOLS AND ABBREVIATIONS

**BARRE:** Color differences in the leather.

**TOOLING:** The process of taking the surplus pieces to smoothen the flexible allowance of the leather, for better mounting, and to reach the desired dimensions.

**ASSORTING:** Classification of the leathers based on various aspects such as their quality, type, and size.

**FOOT:** Measurement unit of the leather.

**MOUNTING:** The place where, following sewing of the leather pieces, the stich ripping is folded and glued on a single side.

**NOTCH:** Marks showing the stitch connection of cut parts.

**LEATHER QUALITY ZONES:** As dictated by the leather's structure, some of the zones have tighter texture and some have looser texture, which is expressed in differences in quality.

**FILE:** The knurled, hard, narrow, steel tool used to smoothen surfaces such as metal and wood.

**FINISHING PROCEDURES:** The final process that enhances using properties, durability, and quality of the leather.

**SILVER PEN:** The pen used on the leather and that writes in an erasable, silver ink.

**ISCO:** International Standard Classification of Occupations.

**CLICHE:** The stereotype that is ready to be cut, with seam allowance and containing all letters and marks.

**WHS:** Worker's Health and Safety

**MARKING:** 1. Marking of the errors on the leather with a silver pen. 2. Notches that show the stitch union of the cut parts.

**WING:** Processed whole leather.

**SHARP TOOLS:** Edged tools such as the craft knife, razor, and blade used at cutting.

**SHARPENER:** Stone or strop used to sharpen sharp tools such as knives.

**MANGLE CUTTING BLADES:** Metal blades with single or double edge used at various heights of mangles.

**RISK:** A combination of occurrence of a hazard and its outcome.

**CLASSIFICATION:** Gathering the cut pieces together.

**HAZARD:** A potential source or condition that may lead to exposure to work accident or occupational disease and that may cause damage on goods and materials or causing any event where such conditions are observed cumulatively.

**PRODUCTION PLAN:** Planning destined for the relevant departments to assure timely identification of the product based on the designated properties.

**AUXILIARY MATERIAL:** Material other than the main material used at preparation of a product.

## İÇİNDEKİLER

1.	Introduction .....	6
2.	INTRODUCTION TO THE OCCUPATION .....	7
2.1.	Job Description .....	7
2.2.	Occupational Reference in the International Classification System .....	7
2.3.	Regulations on Health&Safety and Environment .....	7
2.4.	Other Legislation Related to the Occupation .....	7
2.5.	Working Environment and Conditions .....	8
2.6.	Other Occupation Related Requirements .....	8
3.	OCCUPATIONAL PROFILE.....	9
3.1.	Duties, Tasks and Performance Criteria .....	9
3.2.	Tools, Appliances and Equipment Used .....	21
3.3.	Knowledge and Skills .....	21
3.4.	Attitudes and Behaviours .....	23
4.	TESTING, ASSESSMENT AND CERTIFICATION .....	24
	ANNEX: Occupational Standard Team of the Organization Developing the Occupational Standart.....	25

## 1. INTRODUCTION

Cutter (Leathercraft) (Level 3) National Occupational Standard has been prepared by Istanbul Textile and Apparel Exporters' Associations (ITKIB) commissioned by Vocational Qualifications Authority (VQA) pursuant to the "Regulation on Preparation of National Occupation Standards" and "the Regulation on Establishment, Duties, Working Principles and Procedures of Vocational Qualifications Authority Sector Committees" issued in accordance with the Law No. 5544 on Vocational Qualifications Authority.

Cutter (Leathercraft) (Level 3) national occupational standard has been evaluated taking the opinions of relevant institutions and organizations in the industry and approved by the VQA's Board of Directors after reviewed by VQA's Sector Committee for Textile, Ready-Made-Clothing, Leather.

## **2. INTRODUCTION TO THE OCCUPATION**

### **2.1. Job description**

Cutter (Leathercraft) (Level 3) is a qualified person who has knowledge and skills in examining the leather and non-leather materials used in leathercraft; performing surface control; preparing materials and cutting tools according to the product's feature; placing the cliché; performing cutting procedure; classifying the pieces; performing the tooling procedure and delivering duties to the relevant persons such as the trimmer or machinery operator.

### **2.2. Occupational Reference in International Classification System**

**ISCO 08:** 7532 (Fabric, leather etc. molders and cutters)

### **2.3. Regulations on Health, Safety and Environment**

Labor Law No. 4857

Social Security and General Health Insurance Law No. 5510

Regulation on the Workers' Health and Safety Trainings Procedures and Principles

Safety and Health Signs Regulation

Regulation on the Health and Safety Requirements in the Use of Work Equipment

In addition, it is essential to comply with laws, statutes and regulations on occupational health and safety and environment in force and to conduct risk analysis regarding this issue

### **2.4. Other Legislation Related to the Occupation**

Vocational Training Law No. 3308

Law No. 5362 on Professional Organisations of Craftsmen and Tradesmen

Regulation on Working Hours Pursuant To Labor Law

Regulation on Overtime and Extra Hours Pursuant To Labor Law

Regulation on Vocational and Technical Training

Regulation on Paid Annual Leave

In addition, it is essential to comply with laws, statutes and regulations on occupation in force.

## **2.5. Working Environment and Conditions**

The work environment of the Cutter (Leathercraft) (Level 3) should be big enough, cleared, should not receive light, should have lighting system that has daylight features and should be equipped with necessary technical materials. Persons working at this occupation should be in cooperation with the assorting and cutting control team.

Cutter (Leathercraft) (Level 3) works standing up and does desk job during working hours. The work environment may cause allergy to leather, leather powder and, feather and hair. There are accident and injury risks which require occupational health and safety measures to be taken while performing the job.

## **2.6. Other Occupation Related Requirements**

There are no other requirements related to the occupation.



### 3. OCCUPATIONAL PROFILE

#### 3.1. Duties, Tasks and Performance Criteria

Duties		Tasks		Performance Criteria	
Code	Title	Code	Title	Code	Description
A	To implement workplace's quality, environmental and occupational health and safety policies	A.1	To implement emergency and occupational health and safety instructions	A.1.1	Implements rules of worker's health and safety stipulated by the law or specific to the workplace.
				A.1.2	Identifies the hazards that may be encountered at the workplace, assesses risks, and prevents any hazard under his authority.
				A.1.3	Reports to the relevant personnel and the emergency unit the emergencies and accidents that cannot be eliminated spontaneously or that are outside his authority.
				A.1.4	Uses OHS protection and intervention tools when necessary.
		A.2	To take environmental security measures	A.2.1	Learns the environmental protection measures as required by the nature of works and implements them to the largest extent possible.
				A.2.2	Participates in identification and planning works required for less consumption of natural resources.
		A.3	To work in compliance with quality assurance system requirements	A.3.1	Makes production compliant with the quality requirements designated according to the instructions and plans found in the process forms.
				A.3.2	Implements quality requirements based on tolerance and deviations allowed in application.
				A.3.3	Applies technical procedures assuring quality as required by the quality requirements of the works.
				A.3.4	Reports of quality to the people concerned.

Duties		Tasks		Performance Criteria	
Code	Title	Code	Title	Code	Description
<b>B</b>	To make working organization	<b>B.1</b>	To determine the work with the unit manager	<b>B.1.1</b>	Receives the production plan from the unit manager
				<b>B.1.2</b>	Determines the delivery date with the unit manager in compliance with the product deadline.
				<b>B.1.3</b>	Prepares a work plan compatible with the delivery date.
		<b>B.2</b>	To examine the cutting instructions	<b>B.2.1</b>	Examines the leathercraft model data according to the cutting instruction.
				<b>B.2.2</b>	Examines materials such as leather, imitation leather, and textiles according to the cutting instruction.
				<b>B.2.3</b>	Examines the leather numbers to be cut according to cutting instruction.
				<b>B.2.4</b>	Examines the leather foot measurements of the leather to be cut according to the cutting instruction.

		<b>B.3</b>	To prepare the work environment	<b>B.3.1</b>	Cleans and arranges the work environment in a way compatible with the works.
				<b>B.3.2</b>	Takes necessary measures for protection of materials and products.

Duties		Tasks		Performance Criteria	
Code	Title	Code	Title	Code	Description
<b>C</b>	To examines the model	<b>C.1</b>	To examine the leathercraft model	<b>C.1.1</b>	Examines the leathercraft model data to gain knowledge on the product that will be cut.
				<b>C.1.2</b>	Excamines the pieces, spots, and numbers on the leather to gain detailed knowledge on the product that will be cut.
				<b>C.1.3</b>	Examines the comments on the model concerning the product that will be cut.
		<b>C.2</b>	To examine the model drawing	<b>C.2.1</b>	Compares the model drawing to the model.
				<b>C.2.2</b>	Reports the detected differences to the unit manager.
		<b>C.3</b>	To examine the cliché	<b>C.3.1</b>	Compares the cliché pieces to the leathercraft model.

				<b>C.3.2</b>	Examines compatibility of cliches such as front, rear, handle, and shoulder strap of the model.
				<b>C.3.3</b>	Examine the letters and marks on the cliché according to the model drawing.
				<b>C.3.4</b>	Reports the erroneous cliches to the unit manager .

Duties		Tasks		Performance Criteria	
Code	Title	Code	Title	Code	Description
<b>D</b>	To prepare cutting tools	<b>D.1</b>	To prepare manual leather cutting tools	<b>D.1.1</b>	Identifies the leathercraft cutting blade according to the properties of the product.
				<b>D.1.2</b>	Prepares the auxiliary tools he will use at cutting (such as file and sharpener).
				<b>D.1.3</b>	Detects the suitability of the cutting blade for cutting and makes it ready for use.
		<b>D.2</b>	To prepare mangle tools	<b>D.2.1</b>	Identifies the mangles suitable for leathercraft cutting
				<b>D.2.2</b>	According to the model, identifies the mangle that is compatible with the material to be used.
				<b>D.2.3</b>	Chooses the blades suitable for the mangle to be used and makes them ready for use.
				<b>D.2.4</b>	Applies pressure adjustments compatible with the type of material and thickness of the cutting blade.

		<b>D.3</b>	To prepare the other cutting tools	<b>D.3.1</b>	Identifies the cutting tool compatible with the model and/or material to be cut.
				<b>D.3.2</b>	Prepares the cutting tool based on its intended use.
		<b>D.4</b>	To identify errors and shortcomings	<b>D.4.1</b>	Identifies errors and shortcomings in cutting tools.
				<b>D.4.2</b>	Reports errors and shortcomings to his manager and has them corrected.

Duties		Tasks		Performance Criteria	
Code	Title	Code	Title	Code	Description
<b>E</b>	To perform pre-cutting procedures	<b>E.1</b>	To examine materials	<b>E.1.1</b>	Examines the materials to establish that they are in the quantity required by the cutting instruction.
				<b>E.1.2</b>	Examines compatibility of the material with the model according to the cutting instruction.
				<b>E.1.3</b>	Examines compatibility of the material's color according to the cutting instruction.
				<b>E.1.4</b>	Examines the material's compatibility with the model in thickness.

	<b>E.2</b>	To identify errors and marks them	<b>E.2.1</b>	Detects the leather for defects in hide and marks the identified defects with a silver pen.
			<b>E.2.2</b>	Examines the non-leather materials for production defects or deformation and marks the identified defects with a lining stone.
	<b>E.3</b>	To place the cliché on the wing	<b>E.3.1</b>	Decides on the cliché placing on the wing to enable minimum loss.
			<b>E.3.2</b>	Identifies the primary cutting clichés.
			<b>E.3.3</b>	Locates the leathercraft pieces according to their leather quality zones.
			<b>E.3.4</b>	Places the cliché parts in compatibility with the leather's flexion direction.
			<b>E.3.5</b>	Places the cliché by considering the barre on the wing.
			<b>E.3.6</b>	Places the lesser clichés economically on the surplus peieces.

Duties		Tasks		Performance Criteria	
Code	Title	Code	Title	Code	Description
F	To perform cutting procedure (Continues)	F.1	To cut the leather manually	F.1.1	Identifies the cutting technique compatible with the leather's quality.
				F.1.2	Cuts the wing by starting from the primary parts of the cliché he had placed.
				F.1.3	Cuts the leather in a vertical manner and cuts the fur adversely and with a horizontal angle to prevent damaging the hairs.
				F.1.4	Cuts the leather with paying attention to prevention of the leather piece flexion.
				F.1.5	At cutting the leather, he considers the flexion direction of each piece of leather.
				F.1.6	Cuts the leather manually in accordance with the cutting instructions.
		F.2	To perform mangle cutting	F.2.1	Places the leather as a single layer and the non-leather material as a multilayer on the mangle table.
				F.2.2	Places the mangle cutting knives according to the flexion direction of the material.
				F.2.3	Pays attention to use materials economiccally while placing the knives.
				F.2.4	Conducts placing and cutting procedures starting from the big knives.

Duties		Tasks		Performance Criteria	
Code	Title	Code	Title	Code	Description
F	To perform cutting procedure	F.3	To apply the tooling procedure on the leather	F.3.1	Identifies the piece that will be subject to tooling according to the model.
				F.3.2	Applies the tooling procedure compatible with the selected piece.
		F.4	To perform cutting procedure with the other cutting tools	F.4.1	Places the materials appropriately on the cutting tool that will be used.
				F.4.2	Cuts the material with the selected cutting tool in a quality compatible with the cutting instruction.
		F.5	To make marking on the manual leather cutting	F.5.1	Makes necessary markings on the cut leathercraft pieces as dictated by the cliché.
				F.5.2	Makes mounting and folding markings according to the model.



Duties		Tasks		Performance Criteria	
Code	Title	Code	Title	Code	Description
G	To organize the cut pieces	G.1	To check the cut leathercraft pieces	G.1.1	Checks for any deficits according to the model property.
				G.1.2	Checks if the product pieces were cut in a quality compatible with the cutting instruction.
				G.1.3	Checks if the markings on the leathercraft pieces were made.
				G.1.4	Examines the hide, finishing, and hair defects on the cut leather pieces according to the model and its tolerance as per location.
				G.1.5	Examines the manufacture and deformation defects on the non-leather materials according to the model and its tolerance as per location.
				G.1.6	Reports the detected defects to the unit manager.
		G.2	To make the tooling control on the leather	G.2.1	Makes the tooling control according to the model.
				G.2.2	Makes the evenness control of the tooling application.
		G.3	To make classification	G.3.1	Counts the product pieces completed in cutting and marking.
				G.3.2	Brings the cut pieces together according to the model.

		<b>G.4</b>	To deliver the cut work	<b>G.3.3</b>	Arranges the product pieces in groups according to the model property.
				<b>G.4.1</b>	Delivers the cut leather pieces to the trimmer or machinery operator as required by the model property.
				<b>G.4.2</b>	Delivers the cut non-leather materials to the relevant staff members as required by the model property.
				<b>G.4.3</b>	Reports completion of works delivery to the unit manager.

Duties		Tasks		Performance Criteria	
Code	Title	Code	Title	Code	Description
<b>H</b>	To perform final procedures	<b>H.1</b>	To deliver model cliches	<b>H.1.1</b>	Brings together all pieces of cliches for completed cutting.
				<b>H.1.2</b>	Delivers the grouped model cliches to the unit manager.
		<b>H.2</b>	To arrange the cutting tools	<b>H.2.1</b>	Checks the manual cutting blade for any deformation.
				<b>H.2.2</b>	Checks the cutting mangle and mangle blades for any deformation.
				<b>H.2.3</b>	Checks other cutting tools for any deformation.
				<b>H.2.4</b>	Reports the defects detected in the cutting tools to the unit manager and has them corrected.
				<b>H.2.5</b>	Arranges the checked cutting tools and preserves them for later use.
		<b>H.3</b>		<b>H.3.1</b>	Gathers the surplus materials from cutting.

			To deliver the surplus	<b>H.3.2</b>	Delivers the gathered materials to the relevant staff member.
		<b>H.4</b>	To prepare the cutting report	<b>H.4.1</b>	Arranges the data on delivered cuts in a written report.
				<b>H.4.2</b>	Submits the prepared report to the unit manager.

Duties		Tasks		Performance Criteria	
Code	Title	Code	Title	Code	Description
I	To perform activities related to professional development	I.1	To participate in the training activities related to occupation	I.1.1	Follows novelties related to the occupation.
				I.1.2	Participates in occupational training sessions and other organizations determined by the Management.
				I.1.3	Reports to the Management any of his vocational shortcomings related to the occupation.
		I.2	To provide occupational trainings to the co-workers	I.2.1	Transfers his knowledge and skills to the relevant people.
				I.2.2	Follows the occupational progress of his subordinates and reports to the Management.

### **3.2. Tools, Appliances and Equipment Used**

- 1.Weights (such as iron and marble)
- 2.Lining stone
- 3.Steel ruler
- 4.Types of leather
- 5.Types of non-leather materials (such as imitation leather, textiles)
- 6.Types of file
- 7.Silver pen
- 8.Cliche
- 9.Cutting pedestals (such as glass)
- 10.Cutting knives (fit for leathercraft use)
- 11.Cutting desk
- 12.Stationery
- 13.Craft knives
- 14.Sharpener
- 15.Types of mangle blades
- 16.Mangle cutting bench
- 17.Types of mangles

### **3.3. Knowledge and Skills**

1. Knowledge of emergency escape and exit procedures
2. Knowledge of tools, devices, and equipment
3. Tooling knowledge
4. Classification of the surplus properly at the source
5. Assortment knowledge
6. Knowledge of hazard signs in the working environment
7. Knowledge environmental protection methods
8. Knowledge of leather types
9. Knowledge of non-leather materials (such as imitated leather, textiles)
10. Non-leather materials flexion knowledge
11. Knowledge and skill of using non-leather materials
12. Knowledge of leather flexion direction

13. Knowlegde and skill of verification and comparison
14. Skill of team work
15. Manual skills
16. Skill of hand-eye coordination
17. Skill of researching technological advances related to the position
18. Skill of visual perception
19. OHS knowledge
20. Knowledge of workplace operation procedures
21. Knowledge of quality
22. Skill of decision making
23. Skill of keeping records and reporting
24. Knowledge of legal regulationd on the occupation
25. Skill of learning and transferring the learned subject
26. Skill of solving problems
27. Skill of colors
28. Skill of identifying the colors
29. Knowledge of leathercraft cutting tools
30. Knowledge and skill of leathercraft cutting
31. Knowledge of leathercraft materials
32. Knowledge of leathercraft terms
33. Skill of oral and written communication
34. Classification knowledge and skill
35. Basic-level labor legislation knowledge
36. Basic-level stereotyping knowledge
37. Basic-level quality control knowledge
38. Basic-level leathercraft manufacture knowledge
39. Skill of using the time in a positive manner

### **3.4. Attitudes and Behaviours**

1. Decision making based on knowledge and experience
2. Using the working time efficiently and effectively according to the working instructions
3. Being planned and organized during works
4. Being conscious of environmental protection
5. Adopting regulations stipulated by environment, quality, and WHS legislation
6. Sharing experiences with colleagues
7. Applying cuts with considering the leather quality zones
8. Using the leather economically
9. Eagerness to learn and teach
10. Harmonious team work
11. Knowing and implementing the job description and instructions and responsibilities concerning the position
12. Observing conditions of safe work and assuring observation of such by others
13. Being careful in relations with people
14. Complying with the workplace working principles
15. Acting according to the workplace hierarchy
16. Transmitting the right information to the right people, on the right time at the workplace
17. Acting carefully when using the tools, devices, and materials belonging to the workplace
18. Preparing and using the cutting tools carefully
19. Following technological changes related to the occupation
20. Reporting the problems fully to the superiors
21. Taking initiative at works and in procedures under his responsibility
22. Being attentive to process quality
23. Conceiving the hazards carefully and reporting to the relevant units
24. Acting carefully in the contexts of cleanliness, order, and workplace layout

#### **4. TESTING, ASSESSMENT AND CERTIFICATION**

Assessment to be made for certification according to national qualifications based on occupational standards for Cutter (Leathercraft) (Level 3) shall be carried out written and/or oral both theoretical and practical at measurement and assessment centers which provide the necessary conditions.

Method of measurement and assessment and principles of implementation shall be detailed in the national qualifications to be developed in accordance with this occupational standard. Procedures relating to measurement and assessment and certification shall be performed in the framework of Vocational Qualification, Testing and Certification Regulation.



**Annex:**

**1. Occupational Standard Team of the Organization Developing the Occupational Standard**

Erbil CİHANGİR, ITKIB- Vocational Qualifications Organizational Development Director  
Hüsniye GÖKART, ITKIB- Vocational Qualifications Business Development Manager  
Özlay BÜLBÜL, ITKIB- Vocational Qualifications Business Development Analyst  
Fatma ÇARDAK, ITKIB- Vocational Qualifications Occupation/Sector Consultant

**2. Technical Work Team Members**

Aydın TUNCA, DESA Leather and Trade, Inc.-Cutting Department Manager  
Alparslan ZENGİN, Matraş Foreign Trade, Inc.- Production Planning Manager

### **3. Individuals, Institutions and Organizations for Which Opinions Asked**

Abant İzzet Baysal University Gerede Vocational School  
AFM Aydın Bag, Leather and Textile Aks. Industry Trade Inc.  
Altındağ Atatürk Girls Technical, Anatolian Vocational and Vocational High School  
Anıl Bag Ind. Trade. Co. Ltd.  
Ankara Chamber of Industry  
Ankara Chamber of Trade  
Union of West Anatolia Industrialist Businessmen Associations  
Bursa Association for Leather Industry  
Cantas Leathercraft Manufacture Ind.Trade.Ltd  
Denizli Association of Leather Industrialists  
Confederation of Progressive Trade Unions of Turkey  
Undersecretariat of Foreign Trade  
Aegean Region Union of Leather Industrialists  
Aegean Region Chamber of Industry  
Aegean Exporters' Associations  
Erol Bag Co. Ltd.  
Union of Leather Industrialists and Businessmen  
Hakan Bag Ind. Trade. Inc.  
The Confederation of Turkish Real Trade Unions  
İstanbul Aydın University Anadolu Bil Vocational School  
İstanbul Chamber of Trade  
Kaya Leathercraft Leather and Textile Products  
Klas Leather and Textile Products. Ind. Trade. Co. Ltd.  
Konya Meram Atatürk Girls Anatolian Technical and Vocational High School  
Small and Medium Enterprises Development Organization  
Manisa Union of Leather Industrialists  
Öz iplik – Work Union  
Turkish Leather Goods  
Siyavuşpaşa Girls Anatolian Technical and Vocational High School  
Republic of Turkey Ministry of Labor and Social Security  
Republic of Turkey Ministry of National Education

Republic of Turkey Ministry of National Education General Directorate of Apprenticeship and Non-Formal Education

Republic of Turkey Ministry of National Education General Directorate of Technical Education for Boys

Republic of Turkey Ministry of National Education General Directorate of Technical Education for Girls

Republic of Turkey Ministry of National Education Department of Projects Coordination Group

Republic of Turkey Ministry of Industry and Trade

TASEV Ayakkabı Anatolian Vocational and Industrial High School

Union of Chambers of Turkish Engineers and Architects

Turkish Industrialists and Businessmen Association

The Union of Leather Workers of Turkey

The Union of Leather Employees of Turkey

The Union of Leather Industrialists of Turkey

Confederation of Turkish Tradesmen and Craftsmen

Turkish Exporters' Assembly

Turkish Statistical Institute

Turkish Employment Agency

The Confederation of Turkish Trade Unions

Turkish Confederation of Employer Associations

Union of Chambers and Commodity Exchanges of Turkey

Turkish Textile Employers' Association

Turkish Technology and Design Research and Development Foundation for Textile, Ready-Wear Clothing, and Leather Industry

Ulaş Leathercraft Trade. Co.

Uşak Union of Leather Industrialists

Uyar Leathercraft Ind. Trade. Co. Ltd.

Vedat Yıldız Zeytinburnu İDMİB Girls Technical and Vocational High School Principal

Yeşim Bag Ind. Trade. Co. Ltd.

Yunus Çiloğlu Girls Technical and Vocational High School

The Council of Higher Education

Zeytinburnu İDMİB Leather Vocational High School

#### 4. VQA's Sector Committee Members and Experts

Assoc. Prof. Dr. Şule CİVİTÇİ,	President (The Council of Higher Education)
Ümit ÖZÜREN,	Vide President (Turkish Exporters' Assembly)
Leyla ÖZDEMİR,	Member (Ministry of National Education)
Ahmet SARICA,	Member (Ministry of Labor and Social Security)
Zehra YILDIZ,	Member (Ministry of Culture and Tourism)
Deniz MEGUS,	Member (Confederation of Turkish Tradesmen and Craftsmen)
Atilla BAĞCUVAN,	Member (The Union of Chambers and Commodity Exchanges of Turkey)
Pınar PEHLİVANOĞLU,	Member (Confederation of Turkish Real Trade Unions)
Ahmet Tahir GÜRSOY,	Member (Turkish Confederation of Employer Associations)
Firuzan SİLAHŞÖR,	Member (Vocational Qualifications Agency)
Hilal DOĞRUÖZ ÖZER,	Sector Manager (Vocational Qualifications Agency)
Sinan GERGİN,	Sector Representative (Department of Administration of the Disabled)
Mustafa UYAR	Field Expert (TASEV Technical and Industrial Vocational High School)

#### 5. VQA's Board Members

Bayram AKBAŞ,	President (Representative of Ministry of Labor and Social Security)
Prof. Dr. Oğuz BORAT,	Vice President (Representative of Ministry of National Education)
Asst. Prof. Dr. Ömer AÇIKGÖZ,	Member (Representative of the Council of Higher Education)
Prof. Dr. Yücel ALTUNBAŞAK,	Member (Representative of Professional Organizations)
Dr. Osman YILDIZ,	Member (Representative of Confederation of Turkish Trade Unions)
Celal KOLOĞLU,	Member (Representative of Turkish Confederation of Employer Associations)

